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# *Virginia's Licensed Clinical Social Worker Workforce: 2011*

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Healthcare Workforce Data Center

March 2012

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## Healthcare Workforce Data Center

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### Overview

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The Virginia Department of Health Professions Healthcare Workforce Data Center (HWDC) collects and disseminates workforce information on Virginia’s licensed healthcare practitioners. The 2007 report of the Governor’s Health Reform Commission recommended that the HWDC be established within the Department of Health Professions (DHP) due to its existing repository of licensure information for over 80 professions. In the spring of 2008, HWDC was launched with Workforce Investment Act grant funding and continues with support from the Department and shared grant funding from the U.S. Health Resources Services Administration on behalf of the new Virginia Health Workforce Development Authority and other partner organizations.

With significant input and collaborative effort from key stakeholders and experts, HWDC has developed initial supply and demand forecasts for physicians and nurses, published results from existing physician and nursing workforce surveys originally developed by the Board of Medicine and Board of Nursing, updated and launched revised surveys as well as developed new workforce surveys as listed in the “Current Collection” in the HWDC Survey Timetable below. Beginning in winter 2012, HWDC began development of audiology & speech language pathology surveys and long term care administrator surveys which are poised for rollout later this fiscal year.

### HWDC Survey Timetable

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#### In Current Collection:

Medical Doctors  
Doctors of Osteopathy  
Registered Nurses and  
Licensed Practical Nurses  
Certified Nurse Aides  
Physician Assistants  
Nurse Practitioners  
Licensed Professional Counselors  
Clinical Psychologists  
Licensed Clinical Social Workers  
Pharmacists  
Pharmacy Technicians  
Dentists  
Dental Hygienists

#### Projected 2012 Rollout:

Speech-Language Pathologists  
Audiologists  
Long-Term Care Administrators

#### Proposed:

Physical Therapists  
Physical Therapy Assistants  
Occupational Therapists  
Occupational Therapy Assistants

### Methodology

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The Behavioral Sciences Workforce Survey is administered to Licensed Professional Counselors (LPCs), Licensed Clinical Psychologists (LCPs), and Licensed Clinical Social Workers (LCSWs) through the Department of Health Professions online renewal process. The Board of Counseling, the Board of Psychology and the Board of Social Work have a two-month renewal cycle, during the months of May and June each year. Currently, HWDC surveys are only available to those renewing their licenses online. New Virginia licensees and those returning from a long absence did not have access to the online survey.<sup>1</sup> Additionally, paper renewals were available. The survey was not offered to students or new applicants. This survey was conducted during the 2011 renewal period ending June 30, 2011. The survey text is available in Appendix A.

### Response Rates

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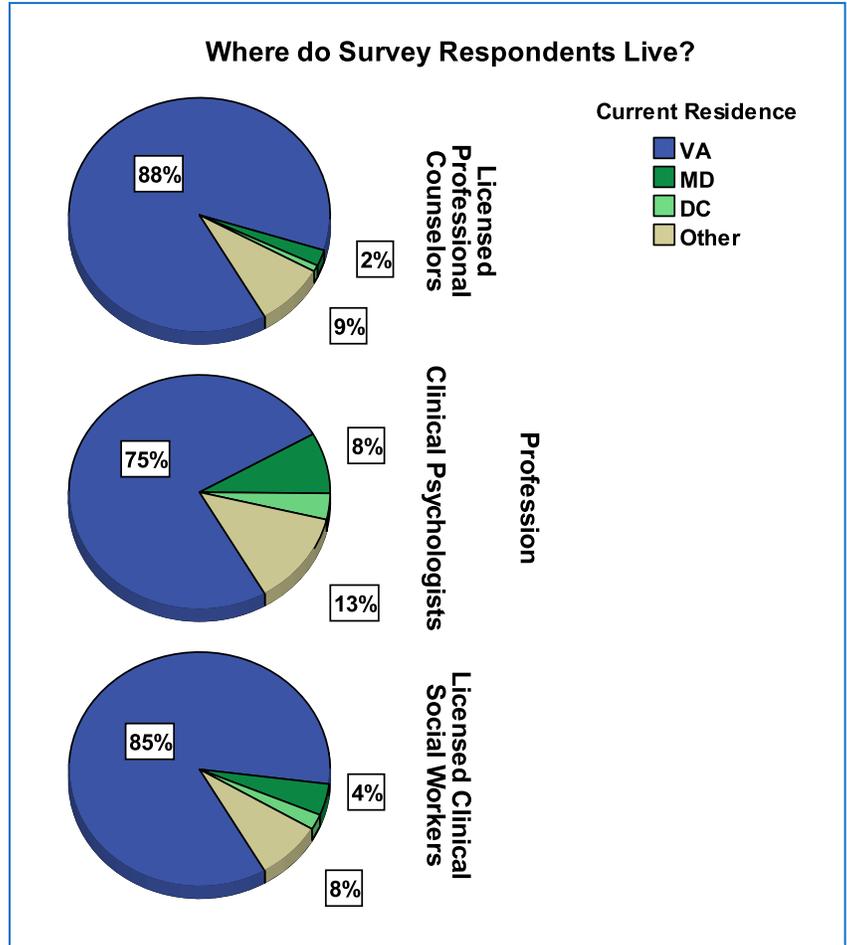
The survey's population is all licensees in Virginia. From this population, we are particularly interested in those working or available to work in Virginia: Virginia's Behavioral Science Workforce. Our sample is a convenience sample of licensed professionals who choose to renew online. This sampling methodology excludes all new licensees. The methodology also excludes practitioners who choose to renew using paper renewals. These practitioners may be older, less technologically savvy or, importantly, lack access to high speed internet (e.g., rural practitioners). Despite this, our surveys attain a very high response rate, both among renewing practitioners and the total population of licensees (see Table above).

Statistic	Licensed Professional Counselors	Licensed Psychologists	Licensed Clinical Social Workers
Renewing Practitioners, 2011	3,304	2,528	4,982
Total Licensees on June 30, 2011	3,510	2,709	5,468
Completed Surveys	3,041	2,329	4,547
Proportion of all licensees who completed a survey.	87%	86%	83%
Response Rate, Renewing Practitioners	92%	92%	91%

## Virginia's Behavioral Sciences Licensees

Not all of Virginia's licensed practitioners live or work in the state. Practitioners maintain licenses in state for a variety of reasons. Those serving in the military or working for the federal government must maintain a license, but may do so in any state. Retired practitioners may maintain their licenses for prestige or occasional practice. Practitioners may consult or occasionally travel to Virginia to care for their patients, particularly those practicing in Virginia's border jurisdictions.

Almost 90 percent of LPCs reside in Virginia, along with 85 percent of LCSWs. Only 75 percent of LCPs reside in Virginia. However, about 12 percent of Virginia's LCPs reside in either Maryland or the District of Columbia, accounting for much of the difference in the Virginia residency proportion. Only eleven percent of LCPs, ten percent of LCSWs, and eight percent of LPCs reside in a state that does not border Virginia.



## Virginia's Behavioral Sciences Workforce

Virginia's workforce consists of respondents who reported having at least one practice location and who identified at least one practice location in Virginia. If a respondent indicated practicing but did not list a location, state of residence was used as a proxy to determine participation in Virginia's workforce. Virginia's workforce also includes those who reside in Virginia and are not working, but who intend to return to practice at some point. Those familiar with federal data should note that this is a broader measure than the Bureau of Labor Statistics' civilian labor force which includes only those who are employed or those who are actively seeking work and excludes those in the military.

Statistic	Licensed Professional Counselors	Licensed Psychologists	Licensed Clinical Social Workers
Working, Virginia Work Location.	2,430	1,710	3,520
Working, Work location not listed, Resides in Virginia.	82	71	142
Not currently working, Plans to return to work, Resides in Virginia.	73	29	150
<b>Total</b>	<b>2,585</b>	<b>1,810</b>	<b>3,812</b>

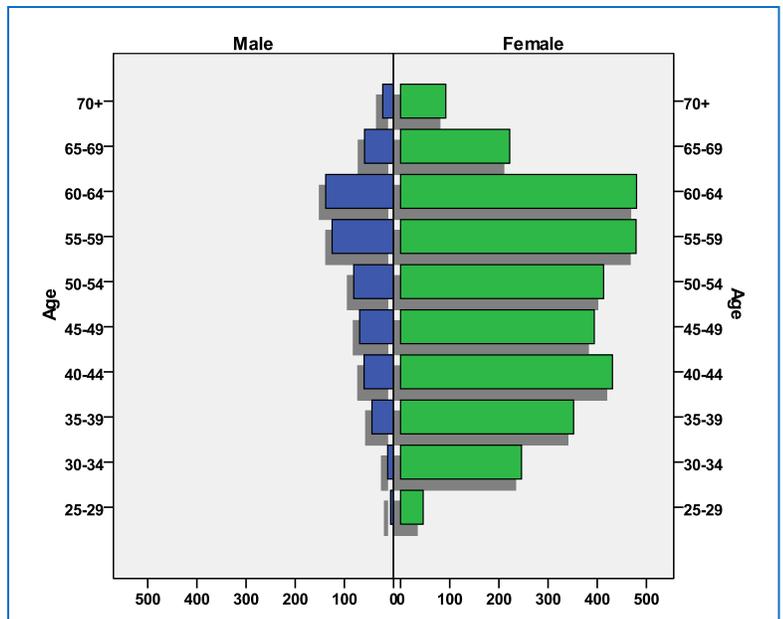
***The remainder of this report covers Virginia's Licensed Clinical Social Worker workforce. Data on Virginia's Licensed Professional Counselor and Clinical Psychologist workforce appear in separate reports.***

# Licensed Clinical Social Workers

## Demographics

### Age & Gender

The median age of LCSWs in Virginia’s workforce, as of June 30, 2011 was 52. For both the nation as a whole and the Commonwealth of Virginia, the median age of the civilian labor force was 42 years of age in 2010. <sup>ii</sup> Over 40 percent were age 55 and over, the point where weekly work hours begin to decline. Fewer than 20 percent were younger than age 40. The survey excludes new applicants and interns, so the LCSW workforce was likely somewhat younger than the survey results indicate.



Age	% Female
20-29	89%
30-39	91%
40-49	87%
50-59	81%
60-69	78%

Almost 85 percent of Virginia’s LCSWs were female, compared to about 51 percent of Virginia’s population. Additionally, younger cohorts tend to have a higher proportion of women than older cohorts of LCSWs. Fewer than 10 percent of social workers under age 40 were male.

### Diversity

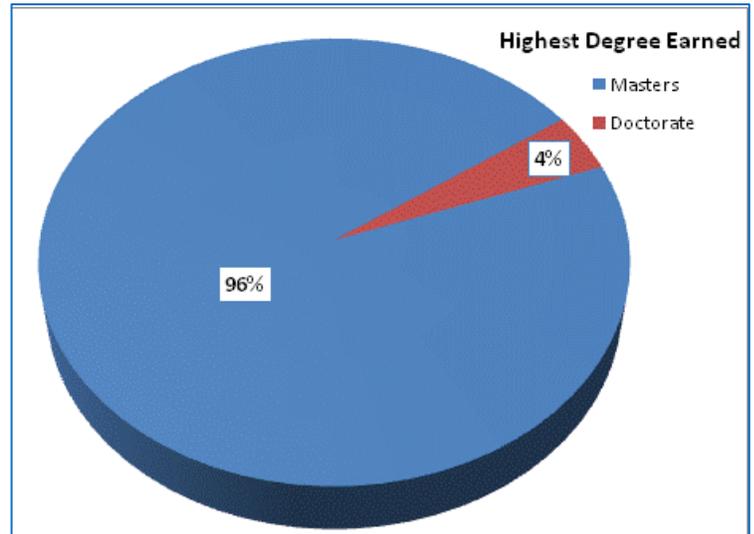
Non-Hispanic whites accounted for 86 percent of Virginia’s LCSWs. Other racial and ethnic groups were underrepresented. In particular, non-Hispanic blacks made up 19 percent of Virginia’s population but only 8 percent of Virginia’s social workers. Underrepresented groups appear to be making some gains in younger cohorts, but remained underrepresented.

Race/ Ethnicity	2011 Virginia Population		Virginia Social Workers		Virginia Social Workers Age 30 to 39	
	Count	%	Count	%	Count	%
<b>White, non-Hispanic</b>	5,186,450	65%	2522	86%	475	81%
<b>Black, non-Hispanic</b>	1,523,704	19%	248	8%	61	10%
<b>Hispanic of any race</b>	631,825	8%	84	3%	24	4%
<b>Asian or Pacific Islander</b>	441,359	6%	38	1%	14	3%
<b>Native American or Alaskan Native</b>	20,679	0%	0	0%	0	0%
<b>Other Race</b>	15,338	0%	2	0%	0	0%
<b>Two or more races</b>	181,669	2%	41	1%	9	2%

Missing/Prefer Not to Respond Total (Age 30-39)  
 Ethnicity Question: 852 (61)  
 Race Question: 175 (20)

## Education

Respondents were asked to provide information on the highest degree earned. Almost all reported earning a master's degree. Four percent had attained doctorates.



## Employment Characteristics

### Number of work locations

Work Locations	Frequency
0	150
1	2619
2	789
3	186
4	30
5	10
6 or more	28
Average*	1.39

About two-thirds of Virginia's LCSWs had only one work location, while another 21 percent had two work locations, accounting for over 90 percent of LCSWs combined. Four percent were not working. Only 68 LCSWs, or less than two percent, reported having four or more work locations.

\*Those with at least one location

## Distribution of Work Locations

The HWDC uses the eight regions defined by the Council of Virginia's Future to give a general idea of how Virginia's LCSW workforce is distributed across the state (for information on COVF regions see the *Virginia Performs* website: <http://vaperforms.virginia.gov/extras/regions.php>).

Almost all LCSWs reported a primary work location in Virginia. The rest reported either a secondary or tertiary work location in Virginia. Most work locations were in Virginia's major metropolitan regions: Northern Virginia, Hampton Roads and Central Virginia (which includes both the Richmond and Charlottesville metro areas). A total of 106 LCSWs in Virginia's Workforce reported at least one work location in another state in addition to Virginia, including 55 with at least one work location in one of Virginia's border states or the District of Columbia.

COVF Region	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	Count	Valid %	Count	Valid %	Count	Valid %
Central	912	26%	210	23%	38	22%
Eastern	31	1%	8	1%	1	1%
Hampton Roads	594	17%	163	18%	26	15%
Northern	1356	39%	325	36%	55	33%
Southside	60	2%	21	2%	7	4%
Southwest	106	3%	26	3%	5	3%
Valley	124	4%	34	4%	6	4%
West Central	265	8%	59	6%	10	6%
Virginia	3448	98%	846	93%	148	88%
Several Localities	10	0%	13	1%	8	5%
Border State/DC	28	1%	25	3%	5	3%
Other US State	19	1%	27	3%	8	5%
Outside of the US	1	0%	1	0%	0	0%
<b>Valid Total</b>	<b>3506</b>	<b>100%</b>	<b>912</b>	<b>100%</b>	<b>169</b>	<b>100%</b>

Percentages may not add to 100% due to rounding

## Licenses in other States

Licenses Held In:	Count
DC	218
Maryland	210
North Carolina	48
Kentucky	0
Tennessee	16
West Virginia	9
Other US State	301

Almost eleven percent, or 415, of Virginia's LCSWs had a license in one or more of Virginia's border jurisdictions. Additionally, 301 Virginia LCSWs reported holding a license in one or more other US states. Overall, 684 LCSWs, or 18 percent, held a license in at least one other US jurisdiction.

Number of Border State Licenses held	Count
1	332
2	81
3	1
4	1
Total	415

## Full-Time Equivalency

There are several methods of evaluating the level of participation of members of the workforce. One method used in the HWDC's Behavioral Sciences survey was to ask respondents whether they work part-time (less than 30 hours per week) or full-time (30 or more hours per week) at their primary, secondary and tertiary work locations. Other work locations are not considered.

This method allows us to determine the number of "full-time equivalency units", or FTEs, provided by each social worker, and to distribute them by work location. Respondents reported providing 3,722.5 FTEs, or 1.031 FTEs per respondent.

Reported FTEs Supplied	Persons	Total Reported FTEs Supplied
0	150	0.0
0.5	648	324.0
1.0	2,245	2,245.0
1.5	585	877.5
2.0	121	242.0
2.5	10	25.0
3.0	3	9
Total*	3762	3722.5
<b>Average*</b>		1.031

\*29 reported no work. Average & Total FTEs include only those who reported working

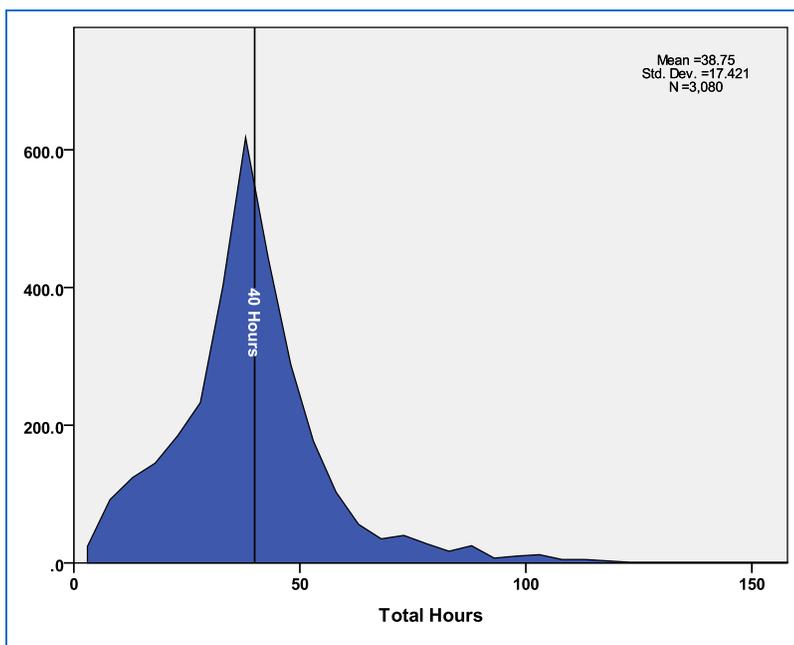
## Hours Worked

Weekly Hours*	
Minimum	3
Maximum	214
Average	38.75
Total Hours Supplied	119,344
Std. Deviation	17.42

\*Working LCSWs Only

The HWDC Behavioral Sciences survey also asked respondents to provide estimates of hours worked (in eight categories, see next section).

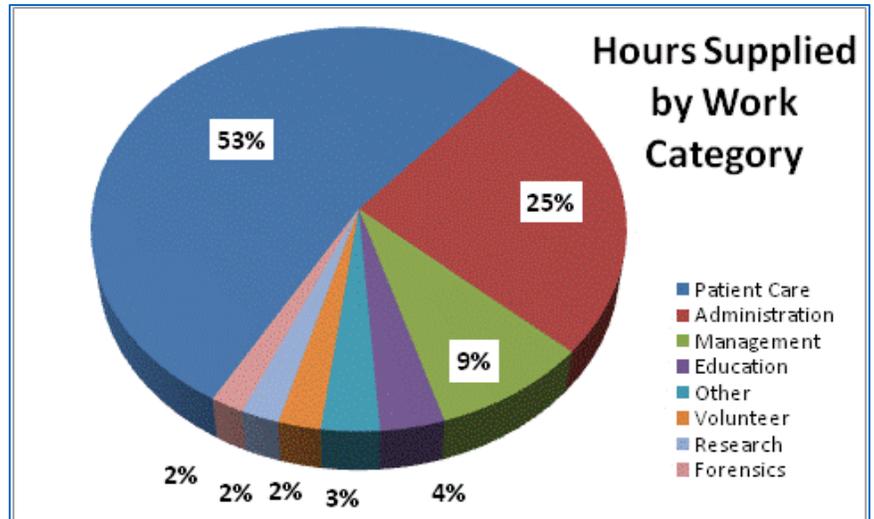
Data was collected in categories consisting of five hour increments starting with "none" and ending with "46+". By taking the center of these categories (e.g. '3' for '1-5'; for 46+ we used 48) we can estimate the hours supplied by each respondent in each category. By adding them together, we arrive at a total hours figure. This method assumes uniform distribution of respondent parameters within each category, and that few respondents work much more than 48 hours in any particular category. For some respondents this figure resulted in extremely high figures, either due to misreporting by respondents or to persistent overestimation of hours, or both. These outliers had negligible effect on statistical results.



Using this method, LCSWs in Virginia's workforce reported working an average of 38.75 hours per week, for a total of 119,344 hours.

## Distribution of Hours

Across all respondents in Virginia's workforce, just over half of hours supplied were devoted to patient care. About a quarter were devoted to administration and another nine percent to management. All other categories accounted for four percent or less of hours supplied.



## J-1 Visa Status

Foreign LCSWs may work in the United States without immigrating through a J-1 Visa issued by the US State Department. Of those LCSWs in Virginia's workforce, 136 or 3.6 percent reported being here on J-1 Visas.

Practice Type

A little over a quarter of respondents categorized their primary work location as private solo or group practices. The next highest category, Community Service Boards, accounted for 13 percent of primary work locations, followed by outpatient mental health facilities. The proportion of LCSWs listing private or solo or group practices jumped to 42 percent among secondary locations, while the proportion of respondents reporting CSBs as a secondary work location declined.

A large proportion (18 percent) chose the “other” category as their primary practice type. This proportion was even larger for secondary and tertiary locations. Respondents who chose “other” were asked to provide a brief description. Work with the military, insurance companies, for-profit community-based agencies and for Federal or state agencies were prominent responses.

Practice Type	Primary Practice Type		Secondary Practice Type		Tertiary Practice Type	
	#	%	#	%	#	%
<b>Solo Practice</b>	690	19%	239	26%	30	18%
<b>Other</b>	640	18%	174	19%	40	24%
<b>Community Service Board</b>	456	13%	35	4%	4	2%
<b>Mental Health Facility, Outpatient</b>	372	10%	114	12%	19	11%
<b>Group Practice</b>	320	9%	144	16%	13	8%
<b>Non-Profit, non-CSB</b>	266	8%	72	8%	15	9%
<b>K-12 School</b>	213	6%	6	1%	2	1%
<b>Hospital</b>	181	5%	25	3%	11	6%
<b>Mental Health Facility, Inpatient</b>	132	4%	19	2%	8	5%
<b>Veteran's Administration, Outpatient</b>	71	2%	2	0%	0	0%
<b>Higher Education</b>	71	2%	43	5%	15	9%
<b>Substance Abuse</b>	57	2%	15	2%	5	3%
<b>Correctional Facility</b>	34	1%	6	1%	2	1%
<b>Veteran's Administration, Inpatient</b>	25	1%	0	0%	0	0%
<b>LTC Facility</b>	21	1%	16	2%	4	2%
<b>Dialysis Center</b>	20	1%	5	0%	1	1%
<b>Total</b>	<b>3569</b>	<b>100%</b>	<b>915</b>	<b>100%</b>	<b>169</b>	<b>100%</b>

Percentages may not add to 100% due to rounding

## Practice Specialty

Over half of Virginia’s LCSWs listed mental health as their specialty at their primary work location. The second highest specialty listed, child, accounted for only nine percent of specialties at primary work locations. Proportions were similar across secondary and tertiary work locations.

Among primary work locations, nine percent of respondents chose the “other specialty” response, increasing to 11 and 13 percent in secondary and tertiary locations respectively. Those who chose the “other specialty” category were asked to provide a brief description. Although responses were diverse, administration/supervision and behavioral disorders were prominent responses.

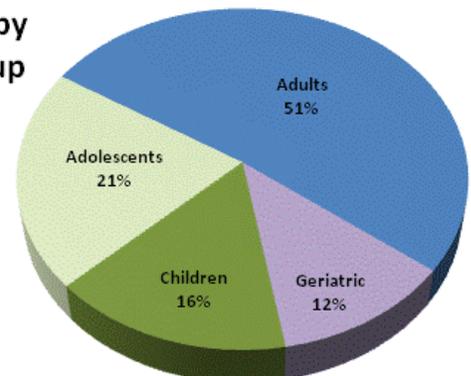
Specialty	Primary Work Location		Secondary Work Location		Tertiary Work Location	
	#	%	#	%	#	%
<b>Mental Health</b>	1838	52%	475	53%	83	49%
<b>Child</b>	324	9%	59	7%	6	4%
<b>Other Specialty</b>	309	9%	95	11%	22	13%
<b>Family</b>	220	6%	50	6%	8	5%
<b>Substance Abuse</b>	149	4%	44	5%	10	6%
<b>School</b>	108	3%	6	1%	0	0%
<b>Public Health</b>	103	3%	33	4%	4	2%
<b>Health</b>	101	3%	12	1%	3	2%
<b>Medical</b>	84	2%	13	2%	2	1%
<b>Gerontologic</b>	80	2%	17	2%	1	1%
<b>Educational</b>	79	2%	38	4%	13	8%
<b>Marriage</b>	47	1%	10	1%	2	1%
<b>Sex Offender Treatment</b>	22	1%	16	2%	5	3%
<b>Social</b>	22	1%	10	1%	3	2%
<b>Work Environment</b>	17	1%	1	0%	1	1%
<b>Rehabilitation</b>	12	0%	0	0%	1	1%
<b>Forensic-Court Ordered Treatment</b>	10	0%	2	0%	2	1%
<b>Industrial-Organizational</b>	8	0%	1	0%	0	0%
<b>Human Factors</b>	6	0%	4	0%	1	1%
<b>Experimental or Research</b>	3	0%	1	0%	0	0%
<b>Vocational</b>	3	0%	0	0%	1	1%
<b>Forensic-Assessment of Competency</b>	2	0%	3	0%	0	0%
<b>Total</b>	<b>3547</b>	<b>100%</b>	<b>890</b>	<b>100%</b>	<b>168</b>	<b>100%</b>

Percentages may not add due to rounding

## Patients

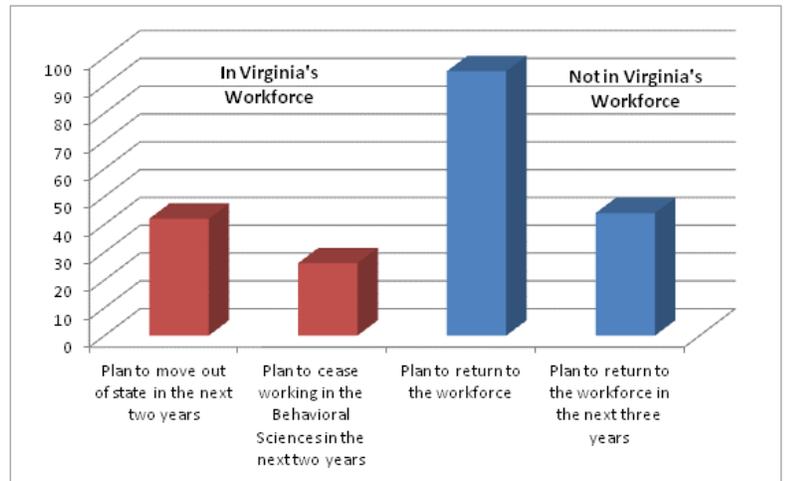
Respondents were asked to estimate the proportion of time they spent with children, adolescents, adults and geriatric patients. Virginia’s LCSWs spent, on average, a little over half of their time with adults at their primary work location. Adolescents and children combined accounted for 37 percent of LCSW time. Only 12 percent of LCSW time was spent with geriatric patients.

**Time Spent by Patient Group**



Future Plans

Forty-two of Virginia’s LCSWs reported plans to move out of state by 2013 and 26 reported plans to cease work in the Behavioral Sciences. Meanwhile, 95 LCSWs not in Virginia’s 2011 workforce planned to return to Virginia’s workforce at some point, including 44 who planned to return by 2014.

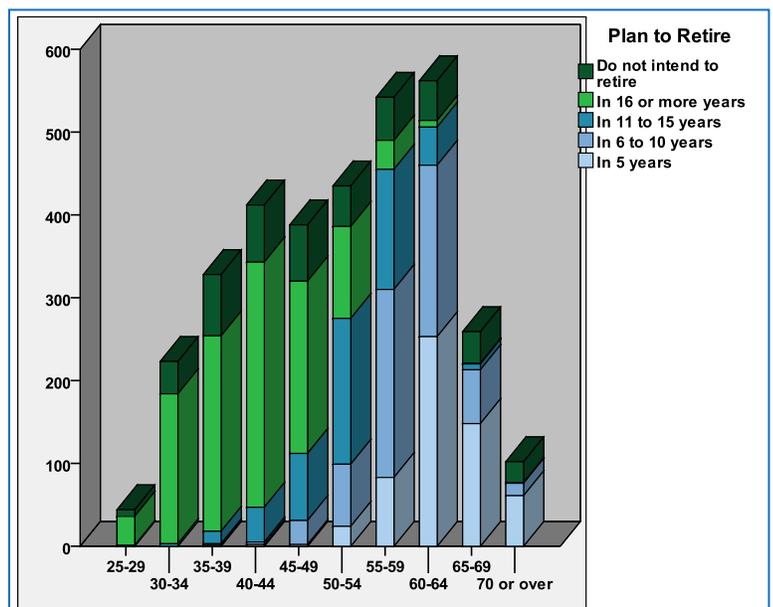


Retirement Plans

	Count	%	Cumulative %
In 5 years	574	17.4	17.4
In 6 to 10 years	623	18.9	36.3
In 11 to 15 years	518	15.7	52
In 16 or more years	1114	33.8	85.8
Do not intend to retire	470	14.2	100
Total	3299	100	
No Response	513		
	3812		

Over one third of respondents indicated plans to retire by 2021, including 17 percent who intended to retire by 2016. 470 die-hards, or 14 percent of Virginia’s LCSW workforce, indicated they do not intend to retire.

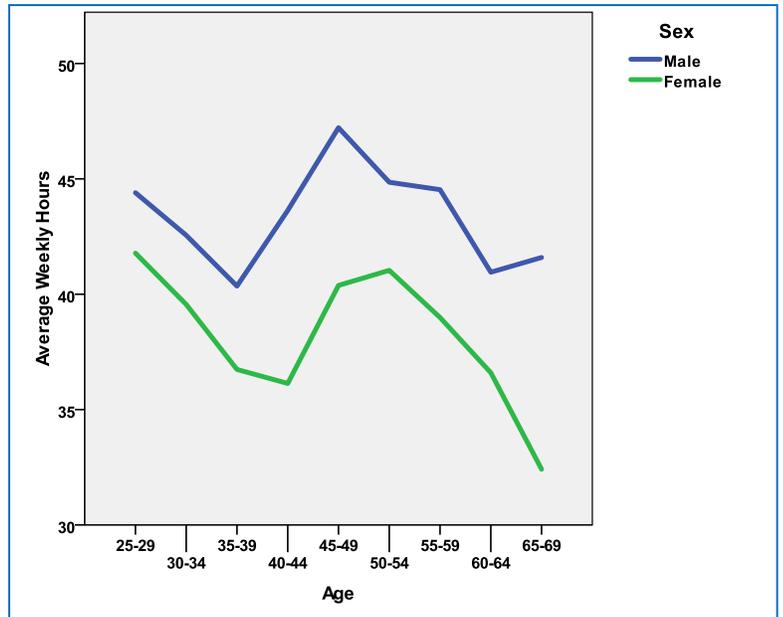
As expected, older respondents tended to expect to retire sooner than younger respondents. However, fewer than half of those aged 60-64 intended to retire in the next five years, indicating most intend to work into their late 60s or 70s. The results of future surveys may provide some insight into how the economy affects LCSWs’ retirement plans.



## Work Hours

Virginia’s LCSWs reported working an average of 39 hours per week, including an average of 21 hours per week spent on patient care. Weekly hours peaked in the 50 to 54 age category at 42 hours per week, although LCSWs in the 25-29 age range reported similar hours.

Work hours also varied by sex, with female LCSWs reporting working five fewer hours per week, including two fewer hours per week spent on patient care. Although statistical tests showed this difference to be valid across age categories, age and sex explained little of the variation in hours worked. The effect was small, with age having a greater, but still small, effect on hours worked.<sup>iii</sup>

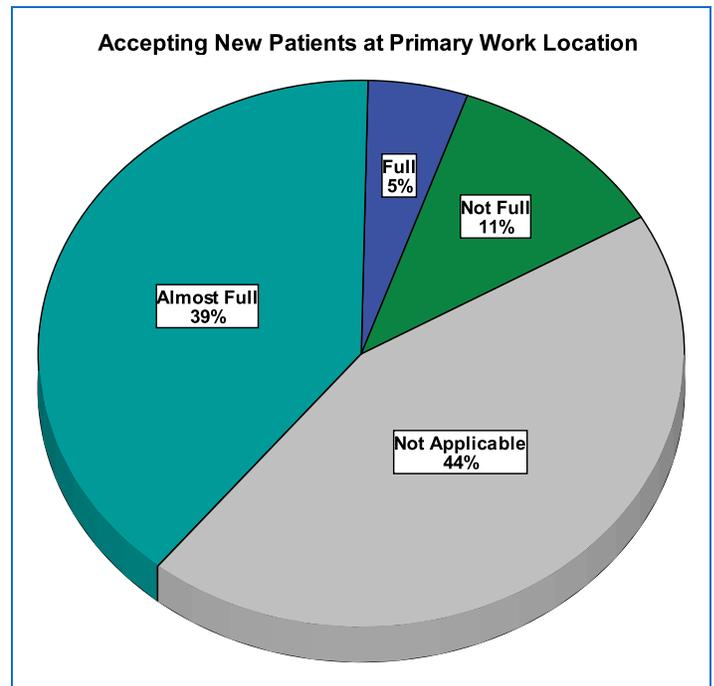


Age	Male			Female			Total		
	Ave. Hours	Ave. Hours, Patient Care	Count	Mean	Ave. Hours, Patient Care	Count	Mean	Ave. Hours, Patient Care	Count
25-29	44	23	6	42	25	46	42	25	52
30-34	43	23	12	40	20	246	40	20	258
35-39	40	17	44	37	20	352	37	20	396
40-44	44	21	60	36	19	431	37	19	491
45-49	47	21	69	40	20	394	41	20	463
50-54	45	24	81	41	22	413	42	23	494
55-59	45	26	125	39	22	479	40	23	604
60-64	41	24	138	37	21	480	38	22	618
65-69	42	26	59	32	20	222	35	22	281
70 or over	33	19	22	30	19	92	31	19	114
<b>Total</b>	<b>43</b>	<b>23</b>	<b>616</b>	<b>38</b>	<b>21</b>	<b>3155</b>	<b>39</b>	<b>21</b>	<b>3771</b>

## Accepting Patients

Only five percent of Virginia's LCSWs reported being unable to accept new patients at their primary location. However, 39 percent indicated their practices were almost full and only eleven percent indicated their practices were far from full. Forty-four percent of LCSWs indicated the question was not applicable. This may be because they did not see patients or did not control their patient loads at this location. This will be explored in future surveys.

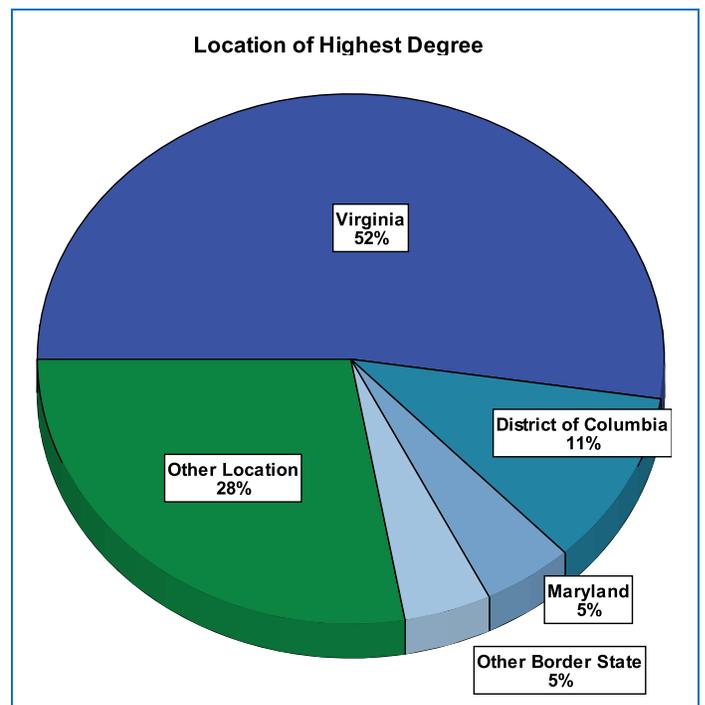
If not applicable responses are removed, only nine percent reported their practices were full, while another 71 percent indicated their practices were almost full. Twenty percent indicated their practices were far from full.



## Recruitment and Retention

### Location of Highest Degree

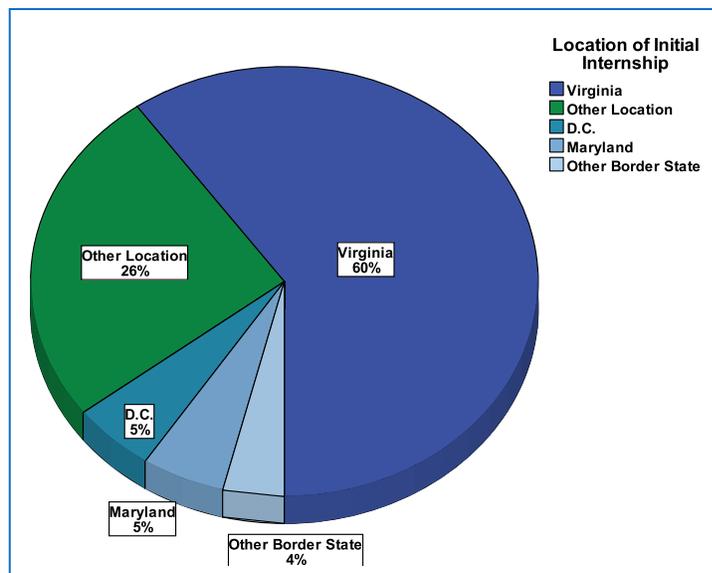
Over half of Virginia's LCSWs earned their highest degree in Virginia. Another 11 percent earned their highest degree from the District of Columbia, and five percent earned their highest degree from Maryland. Other states bordering Virginia account for only five percent of LCSWs' highest degrees. The remaining 28 percent earned their highest degree from a non-bordering jurisdiction. Outside of Virginia, the District of Columbia, and Maryland, the top five states reported were New York (5%), Massachusetts (3%), Pennsylvania (2%), Michigan (2%) and North Carolina (2%).



## Location of Initial Internship

Sixty percent of Virginia’s LCSWs completed their initial internship in Virginia. Another 14 percent completed their internship in one of Virginia’s border jurisdictions, including five percent in both the District of Columbia and Maryland.

When both variables are considered (highest degree and initial internship), 62 percent of Virginia’s LCSWs completed either their initial internship or highest degree in Virginia, and 76 percent completed either their initial internship or highest degree in Virginia or a border jurisdiction.



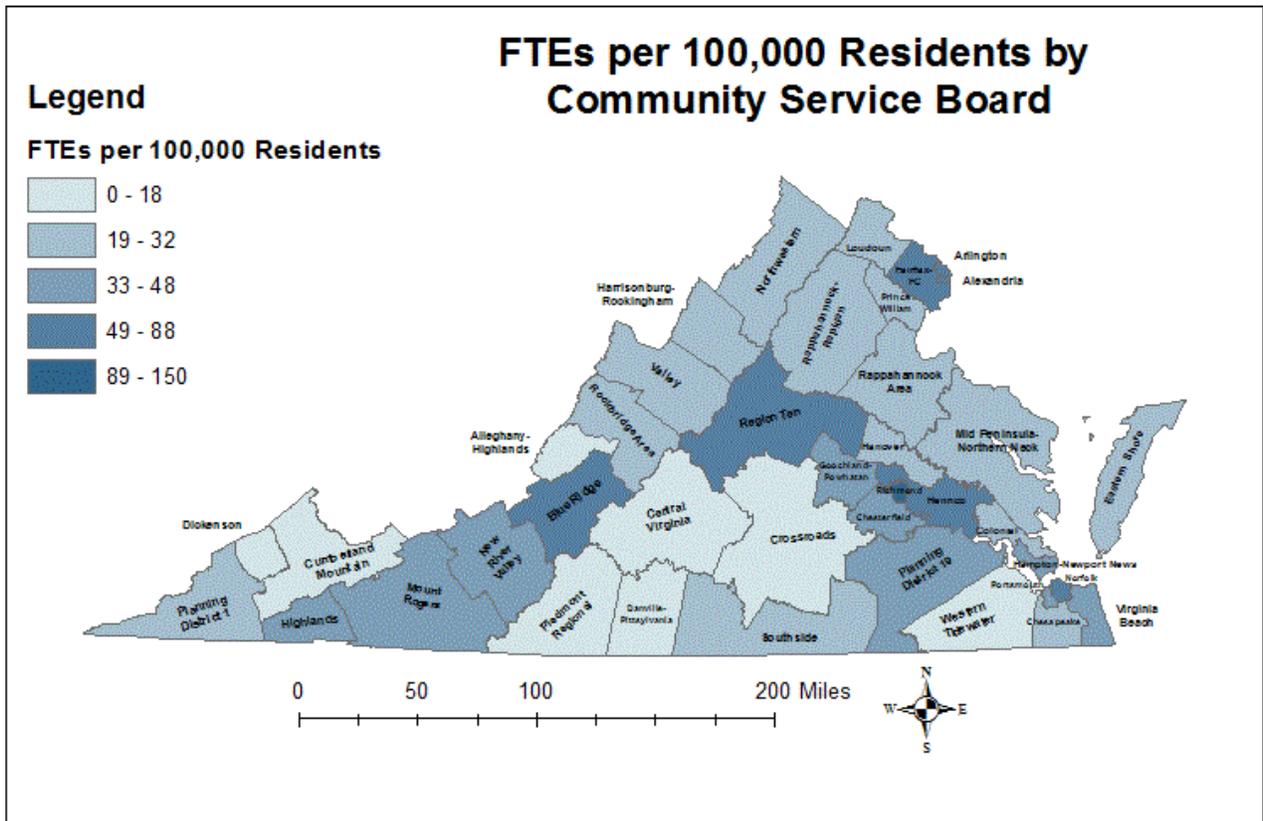
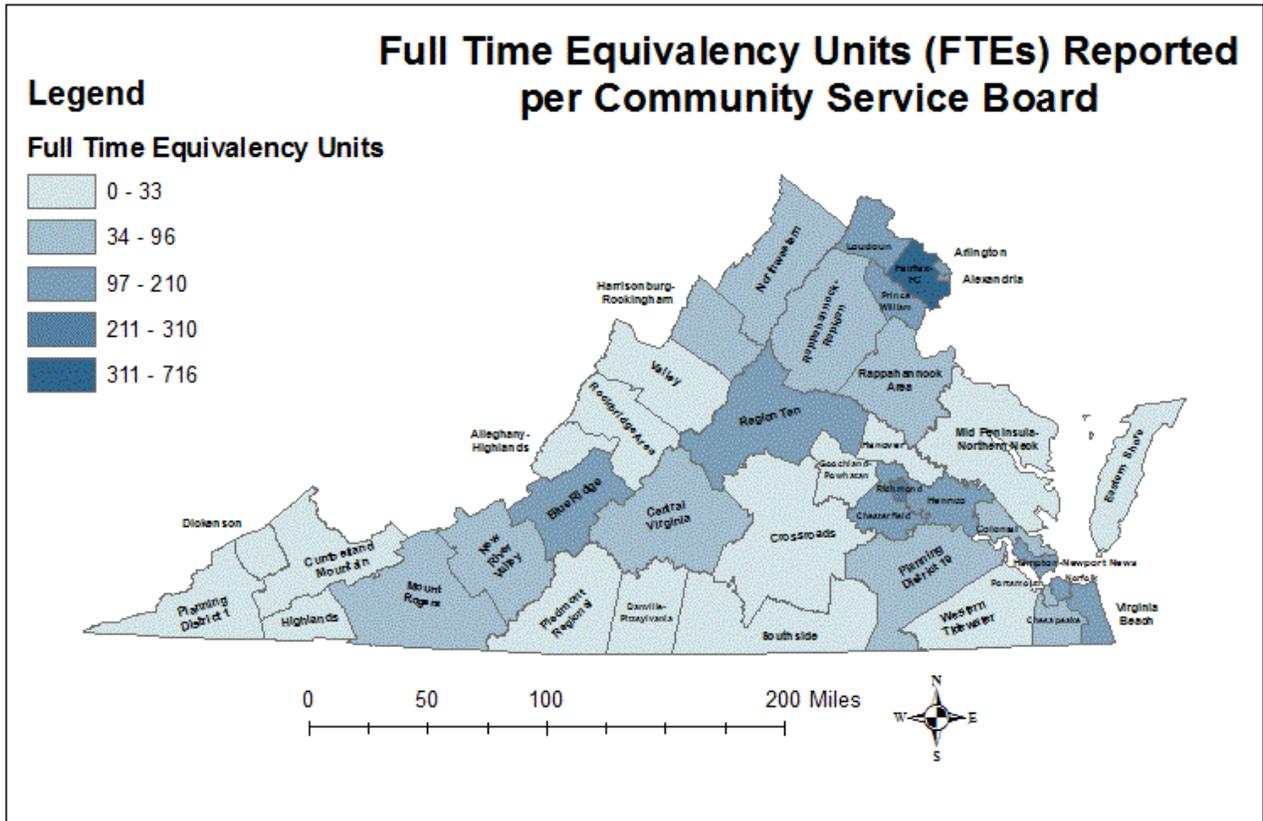
## Maps

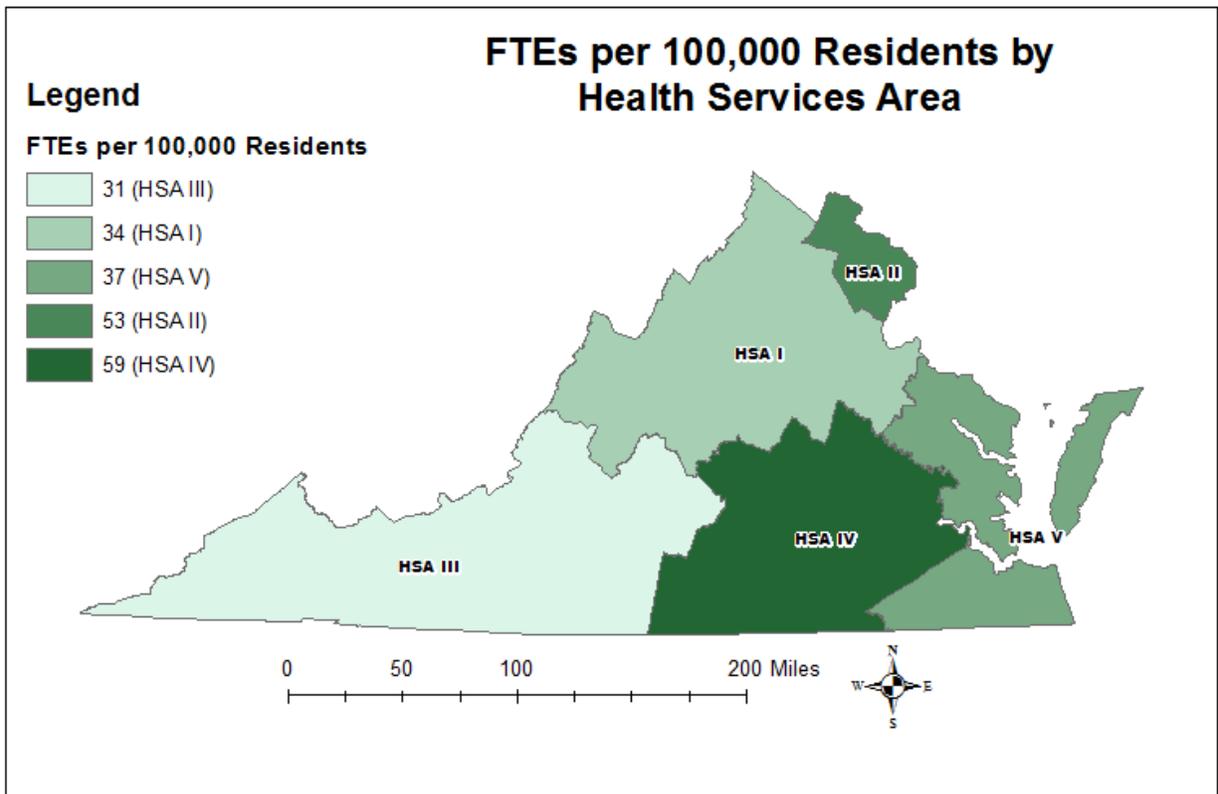
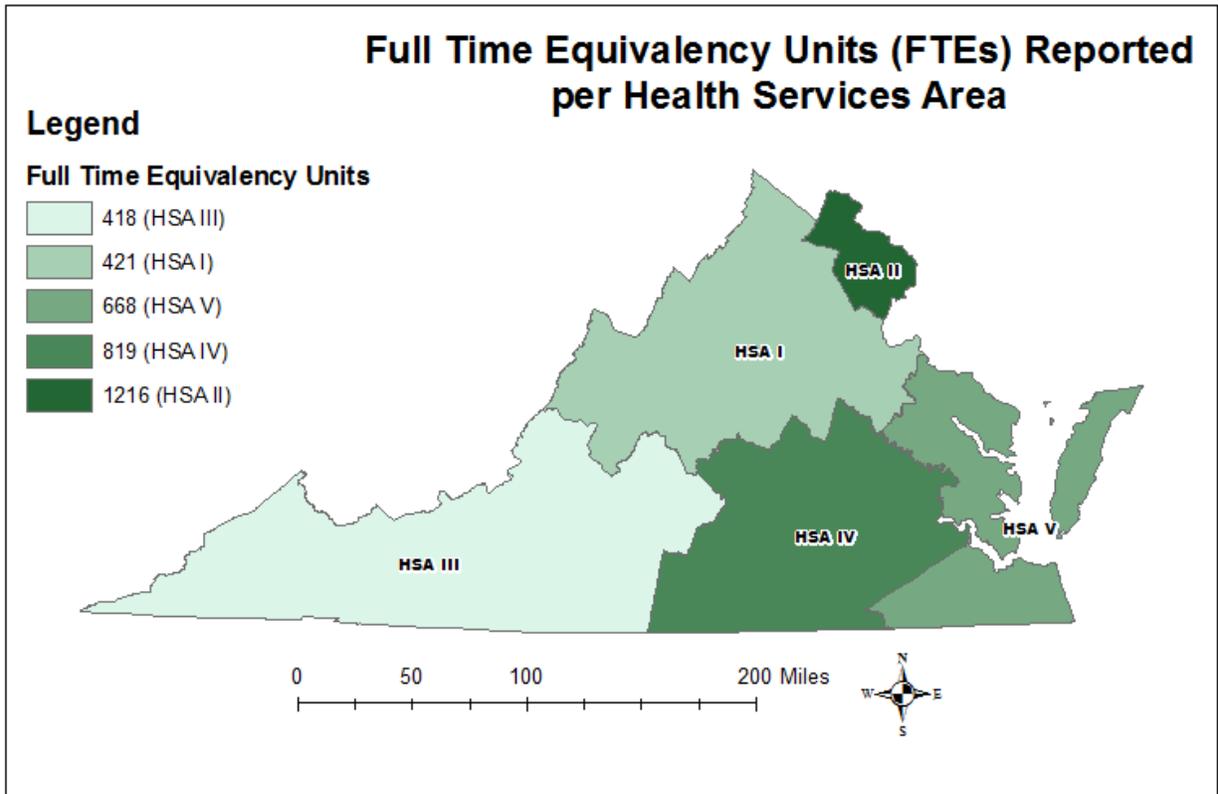
The HWDC collects information on work hours by practice location. Location addresses are not collected. Rather, the HWDC asks respondents to report the locality (city or county) of their work locations in Virginia or whether the location is in a jurisdiction bordering Virginia, another US state or outside of the US. Work hours are converted to full-time equivalency units (FTEs). This is a different measure than simple counts of practitioners. For small areas, particularly areas that may be served periodically by some practitioners, this method gives a more precise assessment of the actual availability of LCSW services.

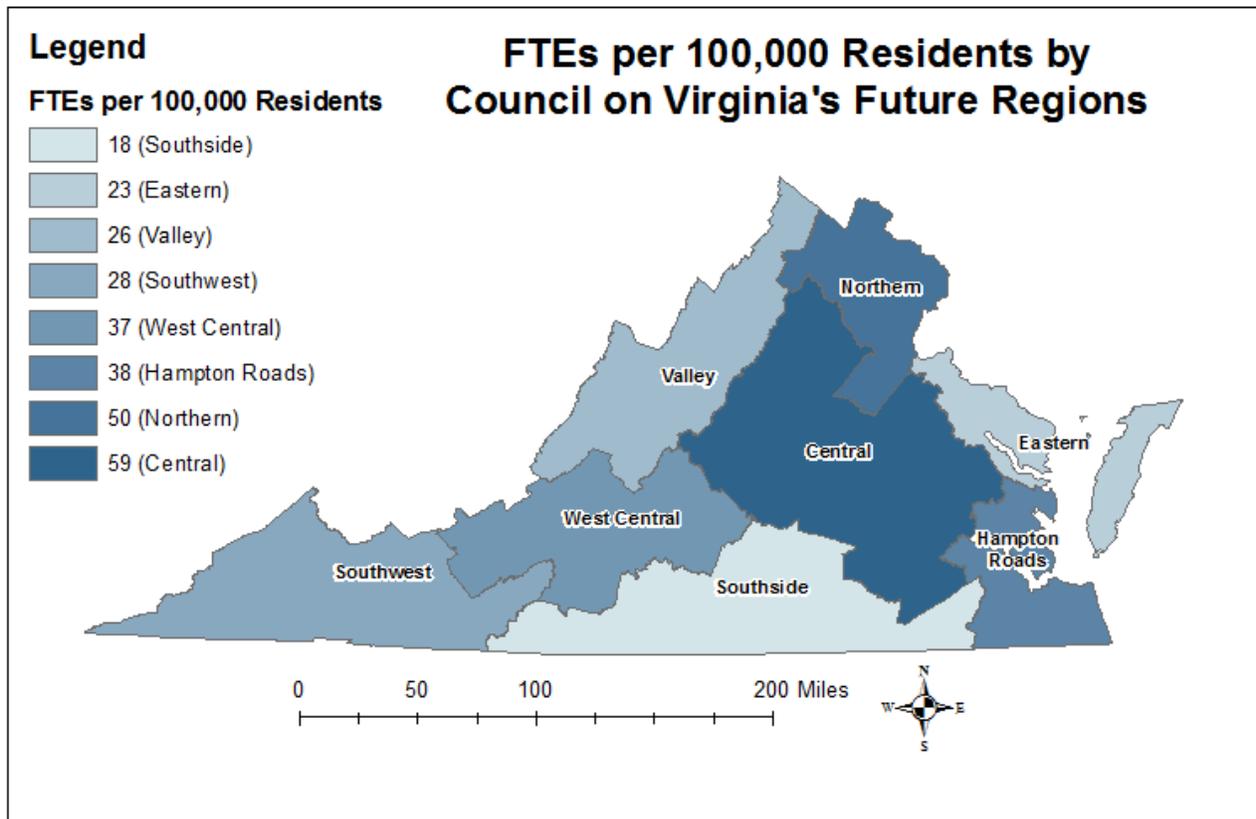
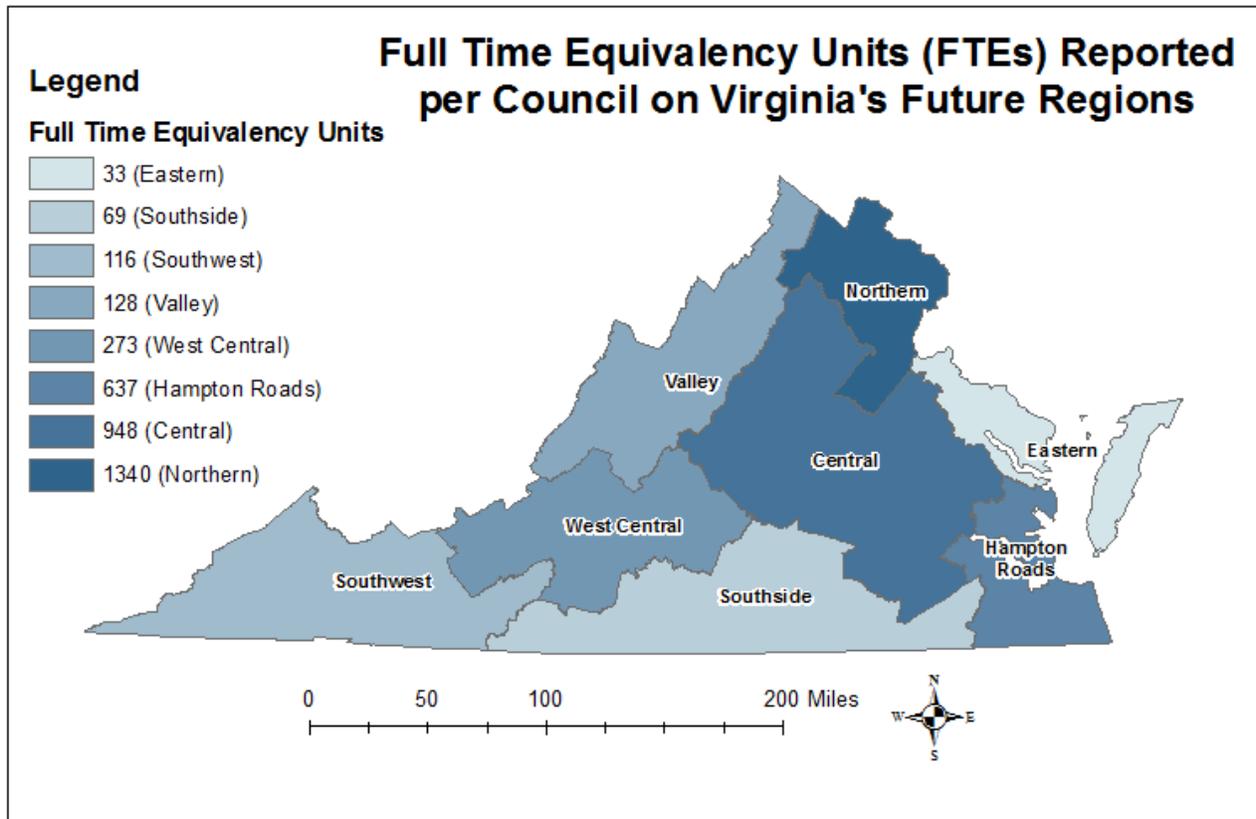
This first iteration of the Behavioral Sciences survey asked respondents to indicate whether they worked part-time (less than 30 hours a week) or full-time (30 or more hours per week) at up to three work locations. Full-time work was counted as one FTE, while part-time work was counted as one half of an FTE. This measure distorts hours worked. Depending on the number of locations, and how hours are distributed among locations, someone working 60 hours per week could be counted as one FTE, 1.5 FTEs, or 2 FTEs. Future iterations will ask directly for hours worked at each location and derive equivalency units from that measure.

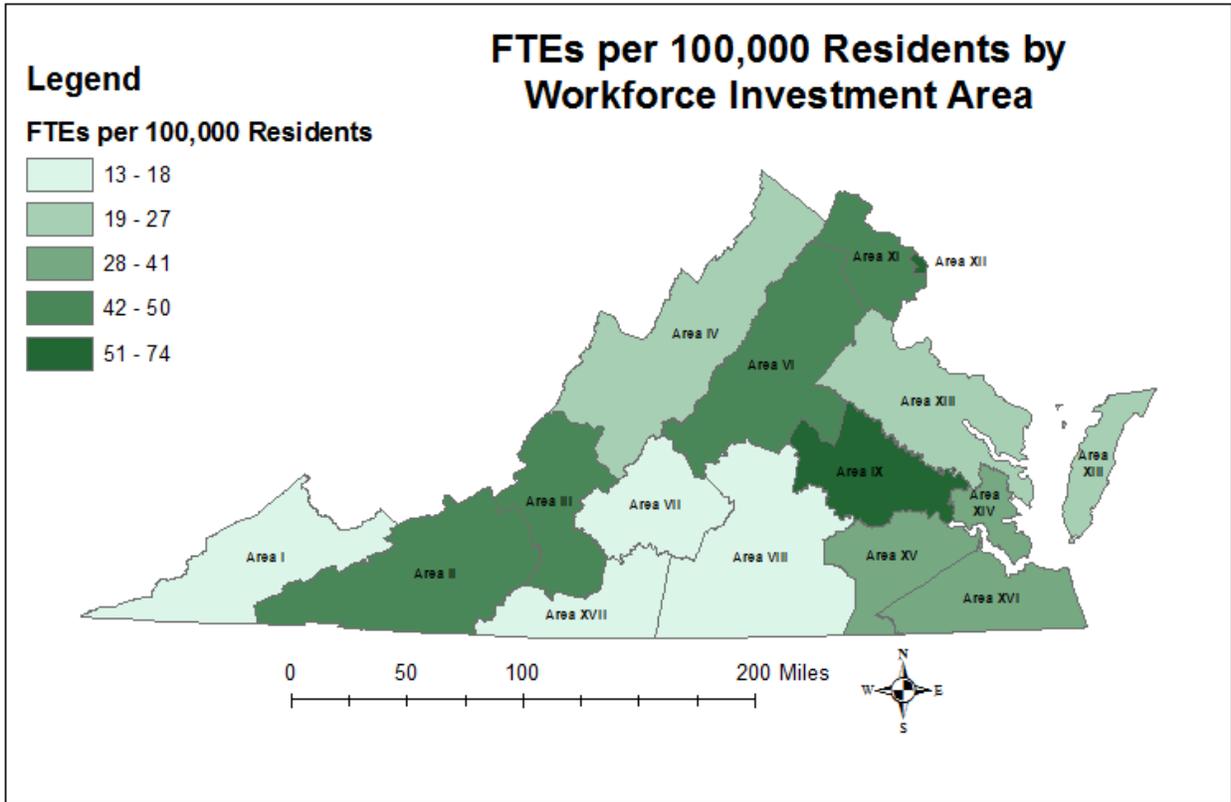
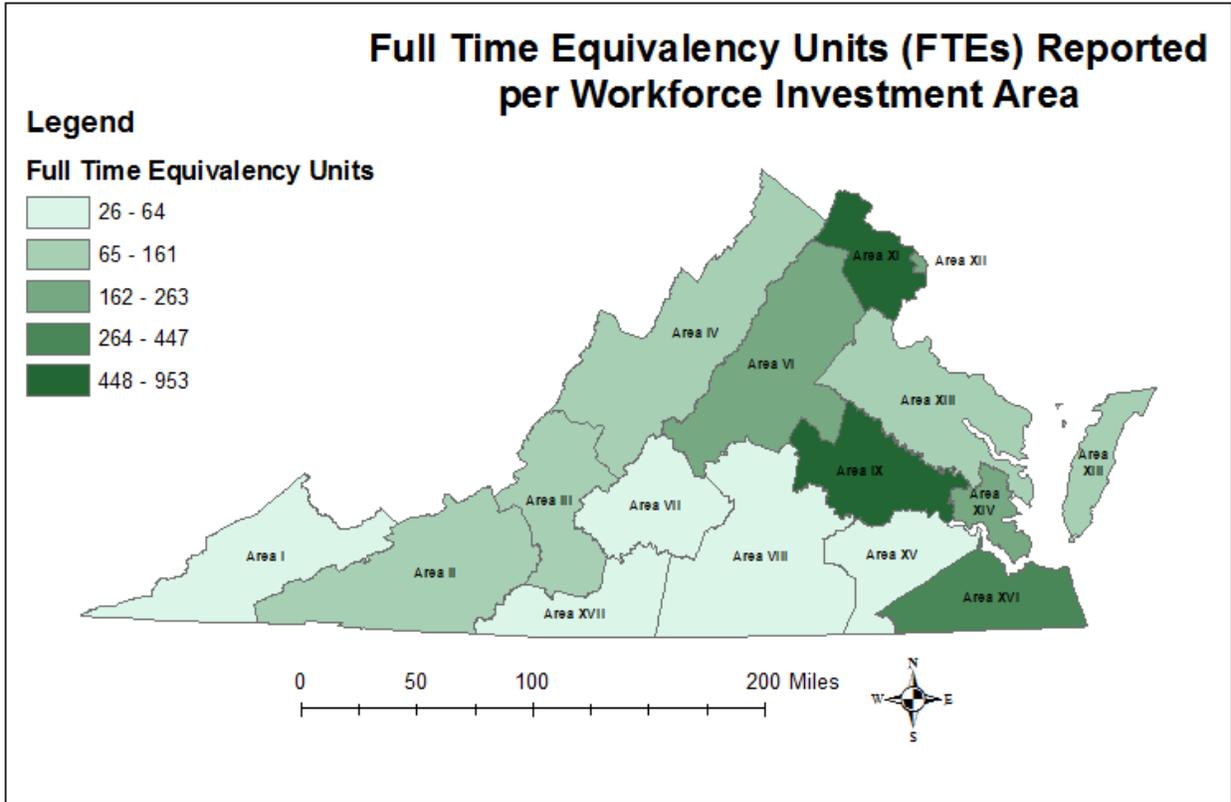
The FTEs reported in the maps over the next several pages use the method noted above. For persons who listed a work location, but did not indicate a work participation rate, we imputed the mean FTEs for that location. Among primary locations the mean FTE was 0.88, among secondary locations it was 0.52 and for tertiary locations it was 0.52. Respondents who indicated working, but did not indicate a locality or indicated having no set locality for the work location (e.g. temps, traveling) are not included. The maps show FTEs supplied, and FTE per 100,000 residents. Population data are from the July 1, 2011 estimates provided by the University of Virginia’s Weldon Cooper Center, Demographics & Workforce Group. Virginia’s LCSW workforce includes 150 respondents who indicated having no current work locations but indicated plans to work in Virginia. These LCSWs are not included in these maps.

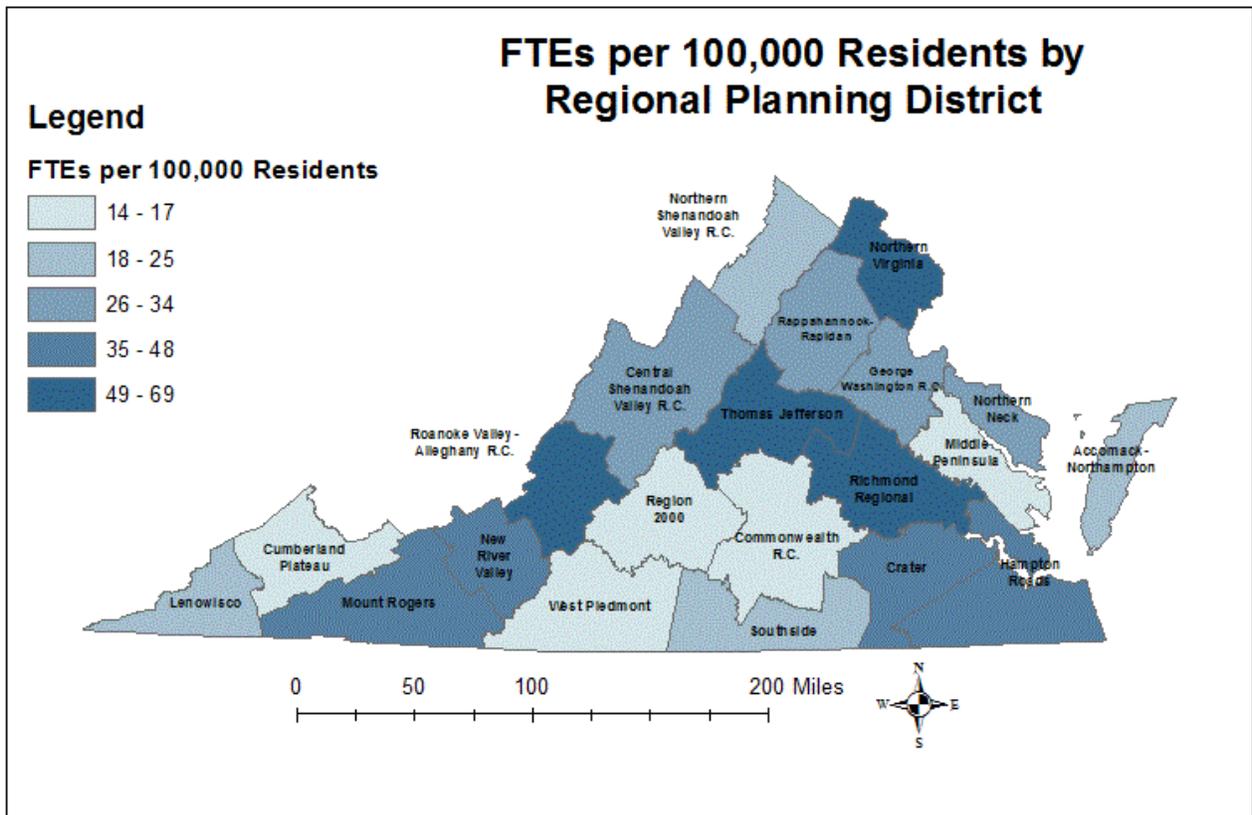
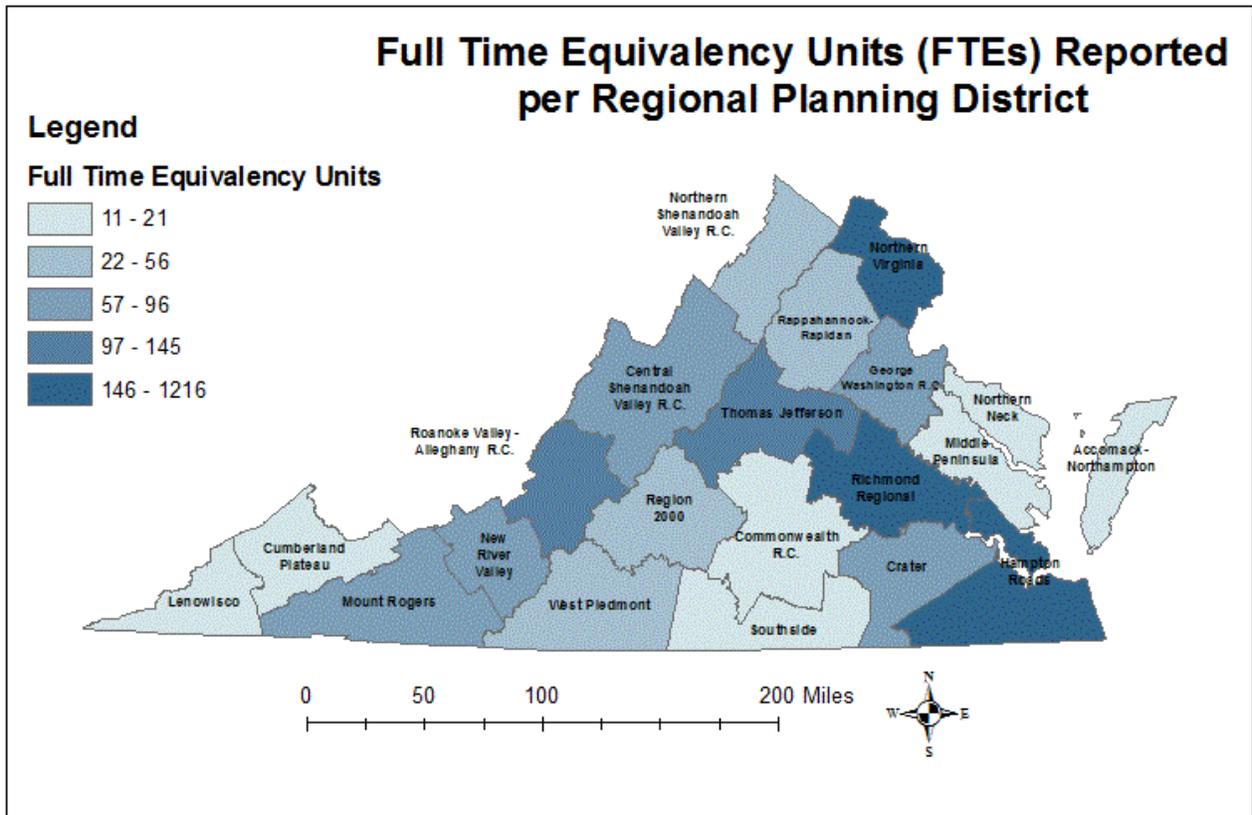
Work Location	Total with Location	Locality Provided	Missing Locality	Several Localities	Border State or DC	Other Location	Mean FTEs
<b>Primary</b>	3662	3506	156	10	28	20	0.88
<b>Secondary</b>	1043	912	131	13	25	28	0.52
<b>Tertiary</b>	254	169	85	8	5	8	0.52

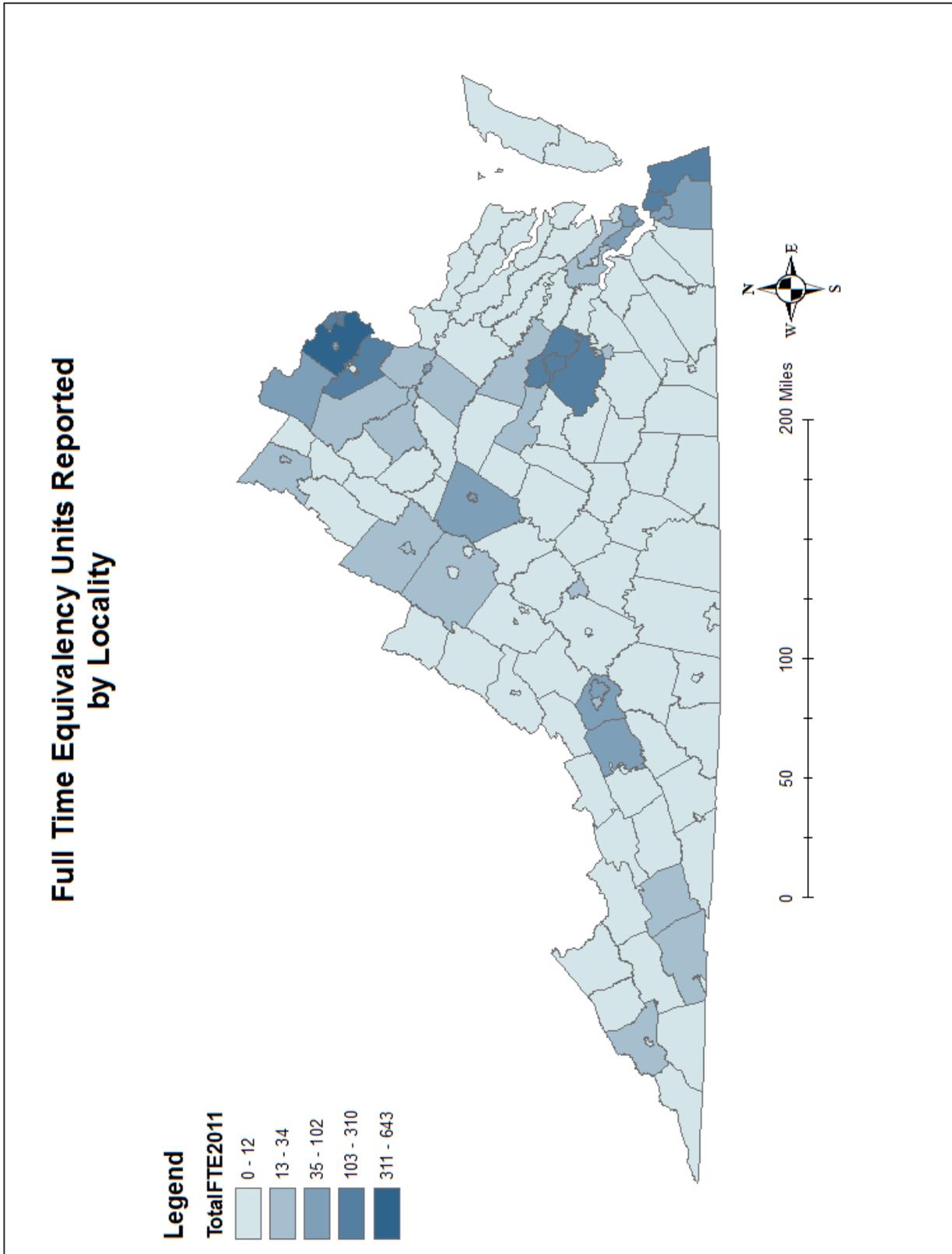








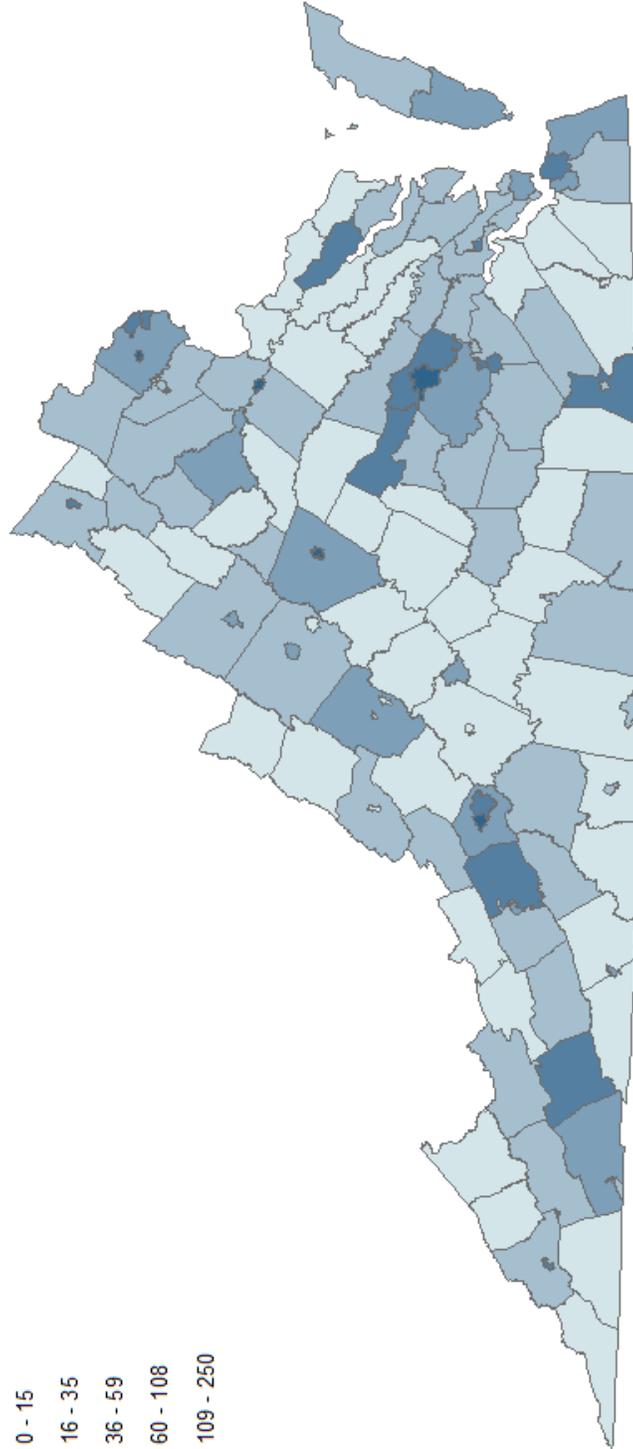
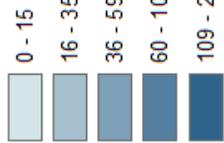




# FTEs per 100,000 Residents by Locality

## Legend

FTEs per 100,000 Residents



## Endnotes

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<sup>i</sup> Military personnel may renew within 60 days of returning from an overseas deployment, as long as renewal occurs within five years of license expiration. All others must renew licenses annually.

<sup>ii</sup> National workforce information is provided by the Current Population Survey, administered by the US Bureau of Labor Statistics and the US Census Bureau. Age information appears in “Table 15: Employed persons by detailed occupation, sex and age, Annual Average 2010” for the 2010 Survey. Due to issues with sample size, median age information at the state level is not generally available, but was estimated at the request of the HWDC. Special thanks to Steve Hipple and Thomas Krolik of the Bureau of Labor Statistics for their assistance.

<sup>iii</sup> Two-way between groups ANOVA run in SPSS showed statistical significance for differences in hours worked for both categorical variables (sex and age category). However, these variables combined explained little of the variation in hours worked and had small effects based on partial Eta squared. Tests run using all data and by removing all cases reporting over 112 hours per week provided similar results.

Appendix A: The 2010 Behavioral Sciences Workforce Survey

**2011 Behavioral Science Workforce Survey**

	<b>Question</b>	<b>Answer</b>
1	Please select your sex:	<i>Dropdown</i>
		Male
		Female
2	Please select the items that best describe your race/ethnicity. Please answer both question 2a about Hispanic origin and 2b about race/ethnicity.	
2.a.	Select one:	<i>Check one</i>
		Hispanic, Latino or Spanish Origin
		Not Hispanic, Latino or Spanish Origin
		Prefer not to respond
2.b.	Select all that apply:	<i>Check all that apply</i>
		White
		Black or African American
		American Indian or Alaska Native
		Asian
		Native Hawaiian or Pacific Islander
		Some other race
		Prefer not to respond
2.c.	If some other race, please specify:	<i>Fill in the blank</i>
3	In which state did you do your internship?	<i>Dropdown: Listing of States (Virginia on top, 2nd response)</i> <i>Include: &lt;Outside of the US&gt; in dropdown (1st Response)</i>
4	In which state was your most recent residency training?	<i>Dropdown: Listing of States (Virginia on top, 2nd response)</i>

		<i>Include: &lt;Outside of the US&gt; in dropdown (1st Response)</i>
5	In which state did you get your highest degree?	<i>Dropdown: Listing of States (Virginia on top, 2nd response)</i>
		<i>Include: &lt;Outside of the US&gt; in dropdown (1st Response)</i>
5.a.	What is your highest degree?	<i>Dropdown:</i>
		Bachelors
		Masters
		Doctorate / Ph.D.
		Psy.D.
6	Are you in the USA on a J-1 visa?	<i>Dropdown Yes/No</i>
7	In which state do you currently reside?	<i>Dropdown: Listing of States (Virginia on top, 2nd response)</i>
		<i>Include: &lt;Outside of the US&gt; in dropdown (1st Response)</i>
8	In which other state(s) are you licensed?	<i>Listing of States, check all that apply</i>
		Maryland
		West Virginia
		Kentucky
		Tennessee
		North Carolina
		District of Columbia
		One or more other US states
	<b>Work Information</b>	
9	How many individual work or employment locations do you have? Please include locations where you provide volunteer or unpaid services.	<i>dropdown:</i>
		0
		1
		2
		3
		4

		5
		6 or more
	<b>If you answered "0" to the previous question, please skip to question number 37. Thank You!</b>	
	<b>Primary Work Location</b>	
10	What is the locality of your current <b>primary place of employment</b> (this is the location where you work the most hours in a week)?	<i>Dropdown:</i>
		<i>List of Virginia Cities and Counties</i>
		<i>Several localities (Traveling, Temporary, etc)</i>
		<i>Outside of the US</i>
		<i>Virginia Border State/DC</i>
		<i>Other US State</i>
11	Type of work setting.	<i>Dropdown</i>
		Corrections/Jail
		Dialysis center
		Group practice
		Individual/Solo practice
		Hospital-general
		K-12 School system
		Mental health facility-CSB
		Mental health facility-inpatient
		Mental health facility-outpatient
		Non-profit agency (not CSB)
		Nursing home / extended care facility
		Substance Abuse
		University/Higher education
		Veterans administration-inpatient
		Veterans administration-outpatient
		Other work setting
11.a.	If Other client care practice setting was selected, please fill in the blank.	<i>Fill in the blank</i>

12	What are your current total work hours for your primary work location?	<i>Dropdown</i>
		Full-Time (30 hours or more per week)
		Part-time (less than 30 hours per week)
13	What percentage of these hours are <b>patient or clinical care hours</b> ?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
14	What is your <b>specialty area</b> at your primary work location?	<i>Dropdown:</i>
		Behavioral Disorder
		Child
		Educational
		Experimental or Research
		Family
		Forensic-Assessment of Competency
		Forensic-Court Ordered Treatment
		Gerontologic
		Health
		Human Factors
		Industrial-Organizational
		Marriage
		Medical
		Mental Health
		Public Health
		Rehabilitation
		School
		Sex Offender Treatment
		Social
		Substance Abuse

		Vocational
		Work Environment
		Other Specialty Area
14.a.	If you selected other specialty area, please describe as briefly as possible:	<i>Fill in the blank:</i>
15	What percentage of these hours are spent providing services in your <b>specialty areas</b> ?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16	What percentage of your time is spent with the following age groups at your primary practice location? <b>Total of 16.a. - 16.d. should equal 100%.</b>	
16.a.	Adolescent	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16.b.	Adults	<i>Dropdown</i>
		0-10%

		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16.c.	Children	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
16.d.	Geriatric	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
17	Mark the response that best describes your current patient care practice status at your primary location.	<i>Dropdown</i>
		I cannot accept new clients, my practice is full.

		I can accept some new clients, my practice is nearly full.
		I can accept many new clients my practice is far from full.
		Not applicable.
	<b>If you have only one work location, please skip to question #35.</b>	
	<b>Secondary Work Location</b>	
18	What is the locality of your current <b>secondary place of employment</b> (this is the location where you work the most hours in a week)?	<i>Dropdown:</i>
		<i>List of Virginia Cities and Counties</i>
		<i>Several localities (Traveling, Temporary, etc)</i>
		<i>Outside of the US</i>
		<i>Virginia Border State/DC</i>
		<i>Other US State</i>
19	Type of work setting.	<i>Dropdown</i>
		Corrections/Jail
		Dialysis center
		Group practice
		Individual/Solo practice
		Hospital-general
		K-12 School system
		Mental health facility-CSB
		Mental health facility-inpatient
		Mental health facility-outpatient
		Non-profit agency (not CSB)
		Nursing home / extended care facility
		Substance Abuse
		University/Higher education
		Veterans administration-inpatient
		Veterans administration-outpatient
		Other work setting

19.a.	If Other work setting was selected, please fill in the blank.	<i>Fill in the blank</i>
20	What are your current total work hours for your secondary work location?	<i>Dropdown</i>
		Full-Time (30 hours or more per week)
		Part-time (less than 30 hours per week)
21	What percentage of these hours are <b>patient or clinical care hours</b> ?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
22	What is your <b>specialty area</b> at your secondary work location?	<i>Dropdown:</i>
		Behavioral Disorder
		Child
		Educational
		Experimental or Research
		Family
		Forensic-Assessment of Competency
		Forensic-Court Ordered Treatment
		Gerontologic
		Health
		Human Factors
		Industrial-Organizational
		Marriage
		Medical
		Mental Health
		Public Health
		Rehabilitation
		School
		Sex Offender Treatment

		Social
		Substance Abuse
		Vocational
		Work Environment
		Other Specialty Area
22.a.	If you selected other specialty area, please describe as briefly as possible:	<i>Fill in the blank:</i>
23	What percentage of these hours are spent providing services in your <b>specialty areas</b> ?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
24	What percentage of your time is spent with the following age groups at your secondary practice location? <b>Total of 24.a. - 24.d. should equal 100%.</b>	
24.a..	Adolescent	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%

24.b.	Adults	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
24.c.	Children	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
24.d.	Geriatric	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
25	Mark the response that best describes your current patient care practice status at your secondary location.	<i>Dropdown</i>

		I cannot accept new clients, my practice is full.
		I can accept some new clients, my practice is nearly full.
		I can accept many new clients my practice is far from full.
		Not applicable.
	<b>If you have no additional practice locations, please skip to question #35.</b>	
	<b>Other Practice Location</b>	
26	What is the locality of your other <b>place of employment</b> (this is the location where you work the fewest hours in a week)?	<i>Dropdown:</i>
		<i>List of Virginia Cities and Counties</i>
		<i>Several localities (Traveling, Temporary, etc)</i>
		<i>Outside of the US</i>
		<i>Virginia Border State/DC</i>
		<i>Other US State</i>
27	Type of work setting.	<i>Dropdown</i>
		Corrections/Jail
		Dialysis center
		Group practice
		Individual/Solo practice
		Hospital-general
		K-12 School system
		Mental health facility-CSB
		Mental health facility-inpatient
		Mental health facility-outpatient
		Non-profit agency (not CSB)
		Nursing home / extended care facility
		Substance Abuse
		University/Higher education
		Veterans administration-inpatient
		Veterans administration-outpatient
		Other work setting

27.a.	If Other work setting was selected, please fill in the blank.	<i>Fill in the blank</i>
28	What are your current total work hours for your other work location?	<i>Dropdown</i>
		Full-Time (30 hours or more per week)
		Part-time (less than 30 hours per week)
29	What percentage of these hours are <b>patient or clinical care hours</b> ?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
30	What is your <b>specialty area</b> at your other work location?	<i>Dropdown:</i>
		Behavioral Disorder
		Child
		Educational
		Experimental or Research
		Family
		Forensic-Assessment of Competency
		Forensic-Court Ordered Treatment
		Gerontologic
		Health
		Human Factors
		Industrial-Organizational
		Marriage
		Medical
		Mental Health
		Public Health
		Rehabilitation
		School

		Sex Offender Treatment
		Social
		Substance Abuse
		Vocational
		Work Environment
		Other Specialty Area
31	If you selected other specialty area, please describe as briefly as possible:	<i>Fill in the blank:</i>
32	What percentage of these hours are spent providing services in your <b>specialty areas</b> ?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
33	What percentage of your time is spent with the following age groups at your other work location? <b>Total of 33.a. - 33.d. should equal 100%.</b>	
33.a.	Adolescent	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%

33.b.	Adults	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
33.c.	Children	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
33.d	Geriatric	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%

34	Mark the response that best describes your current patient care practice status at this other location.	<i>Dropdown</i>
		I cannot accept new clients, my practice is full.
		I can accept some new clients, my practice is nearly full.
		I can accept many new clients my practice is far from full.
		Not applicable.
	<b>Combined Practice Locations</b>	
35	In your combined practice locations, please indicate the typical number of hours per week you spend in each of the following activities: (Enter a value of zero when appropriate.)	
35.a.	Administrative	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
35.b.	Direct client services/Patient Care	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>

35.c.	Forensic	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
35.d.	Research	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
35.e.	Supervision	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
35.f.	Teaching	<i>Dropdown</i>

		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
35.g.	Volunteer (pro-bono)	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
35.h.	Other	<i>Dropdown</i>
		<i>1-5 hours</i>
		<i>6-10 hours</i>
		<i>11-15 hours</i>
		<i>16-20 hours</i>
		<i>21-25 hours</i>
		<i>26-30 hours</i>
		<i>31-35 hours</i>
		<i>36-40 hours</i>
		<i>41-45 hours</i>
		<i>46+ hours</i>
36	In your combined practice locations, please indicate the percentage of your current clients that are:	

36.a.	"Self-pay" clients?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
36.b.	Medicaid clients?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
36.c.	Medicare clients?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
36.d.	Private insurance clients?	<i>Dropdown</i>
		0-10%

		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
36.e.	In the next year, what percentage of your clients do you believe will be Medicare/Medicaid clients?	<i>Dropdown</i>
		0-10%
		11-20%
		21-30%
		31-40%
		41-50%
		51-60%
		61-70%
		71-80%
		81-90%
		91-100%
37	In the next 24 months, do you plan to: (Choose one)	<i>Dropdown</i>
		Remain in your current geographic location in Virginia
		Move and work in another geographic location in Virginia
		Move and work out of state
		Cease working as a nurse practitioner
		Not currently working in Virginia
38	In the next 24 months, do you plan to: (Choose one)	<i>Dropdown</i>
		Provide patient care at the same level
		Provide patient care at an increased level
		Provide patient care at a reduced level
		Move to a non-patient care position
		Retire from patient care

39	When do you think you might retire?	<i>Dropdown</i>
		In the next 5 years
		In 6 - 10 years
		In 11- 15 years
		In 16 or more years
		Do not intend to retire
40	If you are Inactive or Retired do you plan to return to practice?	<i>Dropdown</i>
		Yes
		No
40.a.	If Yes,	<i>Dropdown</i>
		Within the next 12 months
		Within 13-24 months
		Within 25-36 months
		I don't know when

## Appendix B: Restricted Data Set

Variable Name	Variable Label	Response Code	Response Label	Calculation/ Definition	Source	Notes
LicNum	License Number				DHP	
DemSex	Sex	0	male		survey	
		1	female			
DemEth	Ethnicity	1	Hispanic		survey	Some responses were manually adjusted based on DemRaceOth response
		0	Not Hispanic			
		997	PNR			
DemRaceOrg	Original Race Response				survey	
DemRace	Race	1	White	Derived from DemRaceOrg	Adjusted	Some responses were manually adjusted based on response to DemRaceOth
		2	Black			
		3	Native			
		4	Asian			
		5	Islander			
		6	Other			
		7	Two or More			
DemRaceOth	Other Race Initial Internship				Survey	
LocIntern1	Location	States	States		Survey	
LocInternLast	Most Recent Internship Location	States	States		Survey	
LocHigh	Highest Degree Location	States	States		Survey	
EdHighDeg	Highest Degree	40	Baccalaureate Degree		Survey	
		60	Master Degree			

		70	Doctorate			
		71	Doctorate in Psychiatry			
EmpJ1	On J-1 Visa	0	No		Survey	
		1	Yes			
LocResCur	Current Residence	States	States		Survey	Old HWDC State Coding
LocLicOrigin	Original LoLic				Survey	Original answer for licensed check all that apply Answers to this question were used to determine eligibility to answer other questions related to primary & secondary practice locations. Some persons (about 75 of 9,917) who responded "0" continued to answer the questions related to primary & secondary practices in a logically consistent manner. To account for this, we created a new variable-EmpLocNumElg-to determine eligibility, in which we changed data for these persons. The original "EmpLocNum" did not change, and is used for analysis of this parameter alone, on the assumption that error in response was random.
EmpLocNum	Work Locations	0	0		Survey	
		1	1			
		2	2			
		3	3			
		4	4			
		5	5			
		6	6 or more			
EmpLocNumElg	Work Locations, Eligibility	Same as EmpLocNum	Same as EmpLocNum	Manually changed	Survey Analysis	Used to determine eligibility/filter to answer Primary & Secondary location questions
PriLoc	Primary Work Location	VA cities & counties	VA cities & counties		Survey	ANSI Standard Codes
PriType	Primary Work Type	62	Correctional Facility		Survey	
		83	Dialysis Center			
		12	Group Practice			
		11	Solo Practice			
		20	Hospital			
		61	K-12 School			
		51	Community Service board			
		52	Mental Health Facility, Inpatient			
		53	Mental Health Facility, Outpatient			
		85	Non-profit Agency (non-CSB)			

		30	Long Term Care Facility	
		54	Substance Abuse	
		40	Higher Education	
		68	Veteran's Administration, Inpatient	
		69	Veteran's Administration, Outpatient	
		0	Other	
PriTypeOth	Primary Work Type, Other			Survey
PriHourTotLev	Primary Work Hours	2	Full-time	Survey
		1	Part-time	
PriHourCarePer	Patient Care Hours, Primary Work	5	0-10%	Survey
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
PriSpec	Specialty, Primary Work	10041	Behavioral Disorder	Survey
		20000	Child	
		10991	Educational	
		10992	Experimental or Research	
		10001	Family	
		50101	Forensic-Assessment of Competency	
		50102	Forensic-Court Ordered Treatment	
		40000	Gerontologic	
		10082	Health Human Factors	
		10083	Industrial-Organizational	
		10084	Marriage	
		10085	Medical Mental Health	
		10086	Public Health	
		10041	Health	

		10120	Rehabilitatio	
		22000	School	
		10087	Sex Offender Treatment	
		10088	Social	
			Substance	
		10089	Abuse	
		10121	Vocational	
			Work	
		10012	Environment	
			Other	
			Specialty	
		90900	Area	
PriSpecOth	Other Specialty, Primary Work			Survey
PriHoursSpecPer	% Time Specialty, Primary Work	05	0-10%	Survey
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
PriPatPopAdolTimeP er	Time spent with Adolescents, Primary Work Location.	05	0-10%	Survey
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
PriPatPopAdltTimePe r	Time spent with Adults, Primary Work Location.	05	0-10%	Survey
		11	11-20%	
		21	21-30%	

		31	31-40%		
		41	41-50%		
		51	51-60%		
		61	61-70%		
		71	71-80%		
		81	81-90%		
		91	91-100%		
PriPatPopPedTimePe r	Time spent with Children, Primary Work Location	05	0-10%	Survey	
		11	11-20%		
		21	21-30%		
		31	31-40%		
		41	41-50%		
		51	51-60%		
		61	61-70%		
		71	71-80%		
		81	81-90%		
		91	91-100%		
PriPatPopGerTimePe r	Time spent with Geriatrics, Primary Work Location	05	0-10%	Survey	
		11	11-20%		
		21	21-30%		
		31	31-40%		
		41	41-50%		
		51	51-60%		
		61	61-70%		
		71	71-80%		
		81	81-90%		
		91	91-100%		
PriAccept	Accepting, primary location	0	Full	Survey	
		1	Almost full		
		2	Not Full		
		998	Not Applicable		
SecLoc	Secondary Work Location	VA cities & counties	VA cities & counties	Survey	ANSI Standards
SecType	Secondary Work	62	Correctional	Survey	

	Location Type		Facility	
		83	Dialysis Center	
		12	Group Practice	
		11	Solo Practice	
		20	Hospital	
		61	K-12 School	
		51	Community Service board	
		52	Mental Health Facility, Inpatient	
		53	Mental Health Facility, Outpatient	
		85	Non-profit Agency (non-CSB)	
		30	Long Term Care Facility	
		54	Substance Abuse	
		40	Higher Education	
		68	Veteran's Administration, Inpatient	
		69	Veteran's Administration, Outpatient	
		0	Other	
SecTypeOth	Secondary Work Location Type, Other			Survey
SecHourTotLev	Secondary Work Location Hours	2	Full-time	
		1	Part-time	
SecHourCarePer	Patient Care Hours, Secondary Location	5	0-10%	Survey
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
SecSpec	Specialty, Secondary Work Location	10041	Behavioral Disorders	Survey
		10000	Child	
		10991	Educational	
		10992	Experimental or Research	

		10001	Family	
		50101	Forensic-Assessment of Competency	
		50102	Forensic-Court Ordered Treatment	
		40000	Gerontologic	
		10082	Health	
			Human	
		10083	Factors	
		10010	Industrial-Organizational	
		10084	Marriage	
		10085	Medical	
			Mental	
		10086	Health	
			Public	
		10041	Health	
			Rehabilitatio	
		10120	n	
		22000	School	
		10087	Sex Offender Treatment	
		10088	Social	
			Substance	
		10089	Abuse	
		10121	Vocational	
			Work	
		10012	Environment	
			Other	
			Specialty	
		90900	Area	
SecSpecOth	Other Specialty, Secondary Work Location			Survey
SecHoursSpecPer	Percentage of Hours Worked in Specialty, Secondary Work Location	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
SecPatPopAdolTimePer	Time spent with Adolescents, Secondary Work	05	0-10%	Survey

	Location.			
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
SecPatPopAdltTimeP er	Time spent with Adults, Secondary Work Location.	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
SecPatPopPedTimeP er	Time spent with Children, Secondary Work Location	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
SecPatPopGerTimePe r	Time spent with Geriatrics, Secondary Work Location	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	

		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
SecAccpt	Accepting, Secondary Location	0	Full	Survey
		1	Almost full	
		2	Not Full	
		998	Not Applicable	
TerLoc	Tertiary Work Location	VA cities & counties	VA cities & counties	Survey
TerType	Tertiary Work Location Type	62	Correctional Facility	Survey
		83	Dialysis Center	
		12	Group Practice	
		11	Solo Practice	
		20	Hospital	
		61	K-12 School	
		51	Community Service board	
		52	Mental Health Facility, Inpatient	
		53	Mental Health Facility, Outpatient	
		85	Non-profit Agency (non-CSB)	
		30	Long Term Care Facility	
		54	Substance Abuse	
		40	Higher Education	
		68	Veteran's Administration, Inpatient	
		69	Veteran's Administration, Outpatient	
		0	Other	
TerTypeOth	Tertiary Work Location Type, Other			Survey
TerHourTotLev	Tertiary Work Location Hours	2	Full-time	Survey
		1	Part-time	
TerHourCarePer	Patient Care	5	0-10%	Survey

	Hours, Tertiary Location		
	15	11-20%	
	25	21-30%	
	35	31-40%	
	45	41-50%	
	55	51-60%	
	65	61-70%	
	75	71-80%	
	85	81-90%	
	95	91-100%	
TerSpec	Specialty, Tertiary Work Location	Behavioral Disorders	Survey
	10041	Child	
	10000	Educational	
	10991	Experimental or Research	
	10992	Family	
	10001	Forensic-Assessment of Competency	
	50101	Forensic-Court Ordered Treatment	
	50102	Gerontologic	
	40000	Health Human Factors	
	10082	Industrial-Organizational	
	10083	Marriage	
	10010	Medical Mental Health	
	10084	Public Health	
	10085	Rehabilitation	
	10086	School	
	10041	Sex Offender Treatment	
	10120	Social Substance Abuse	
	22000	Vocational Work Environment	
	10087	Other Specialty Area	
	10088		
10089			
10121			
10012			
90900			
TerSpecOth	Other Specialty, Tertiary Work Location		Survey

TerHoursSpecPer	Percentage of Hours Worked in Specialty, Tertiary Work Location	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
TerPatPopAdolTimePer	Time spent with Adolescents, Tertiary Work Location.	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
TerPatPopAdltTimePer	Time spent with Adults, Tertiary Work Location.	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
TerPatPopPedTimePer	Time spent with Children, Tertiary Work Location	05	0-10%	Survey
		15	11-20%	
		25	21-30%	

		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
TerPatPopGerTimePe r	Time spent with Geriatrics, Tertiary Work Location	05	0-10%	Survey
		15	11-20%	
		25	21-30%	
		35	31-40%	
		45	41-50%	
		55	51-60%	
		65	61-70%	
		75	71-80%	
		85	81-90%	
		95	91-100%	
TerAccpt	Accepting, Tertiary Location	0	Full	Survey
		1	Almost full	
		2	Not Full	
		998	Not Applicable	
TotHoursAdmCat5	Total Hours, Administration	0	None	Survey
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
		43	41-45 hours	
		48	46+ hours	
TotHoursCareCat5	Total Hours, Patient Care	0	None	Survey
		3	1-5 hours	
		8	6-10 hours	

		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
		43	41-45 hours	
		48	46+ hours	
TotHoursForCat5	Total Hours,Forensics	0	None	Survey
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
		43	41-45 hours	
		48	46+ hours	
TotHoursRschCat5	Total Hours, Research	0	None	Survey
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
		43	41-45 hours	
		48	46+ hours	
TotHoursMngCat5	Total Hours, Management	0	None	Survey
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	

TotHoursEdCat5	Total Hours, Education	38	36-40 hours	Survey
		43	41-45 hours	
		48	46+ hours	
		0	None	
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
TotHoursVolCat5	Total Hours, Volunteer	43	41-45 hours	Survey
		48	46+ hours	
		0	None	
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
		43	41-45 hours	
TotHoursOthCat5	Total Hours, Other	48	46+ hours	Survey
		0	None	
		3	1-5 hours	
		8	6-10 hours	
		13	11-15 hours	
		18	16-20 hours	
		23	21-25 hours	
		28	26-30 hours	
		33	31-35 hours	
		38	36-40 hours	
		43	41-45 hours	
		48	46+ hours	
TotPatPaySlf	Percentage of Patients, Self Pay	0	None	Survey
		05	0-10%	

		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
	Percentage of Patients, Medicaid			
TotPatPayMCaid		0	None	Survey
		05	0-10%	
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
	Percentage of Patients, Medicare			
TotPatPayMCare		0	None	Survey
		05	0-10%	
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
	Percentage of Patients, Private Insurance			
TotPatPayIns		0	None	Survey
		05	0-10%	
		11	11-20%	
		21	21-30%	
		31	31-40%	

		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
TotPatPayCMSFut	% Patients, Medicare/Medicaid next year	0	None	Survey
		05	0-10%	
		11	11-20%	
		21	21-30%	
		31	31-40%	
		41	41-50%	
		51	51-60%	
		61	61-70%	
		71	71-80%	
		81	81-90%	
		91	91-100%	
LocPlan2	Location Plans, 2-Year	0	Stay	Survey
		1	Move in-state	
		2	Move out of state	
		4	Cease working in Behavioral Sciences	
		3	Not working in Virginia.	
EmpPlan2	Patient Care Plans, 2-Year	10	Same level	Survey
		31	Increased Level	
		21	Reduced Level	
		41	Move to non-patient care	
		45	Retire from patient care	
EmpRetireWhen	Plan to Retire	1	Within 5 years	Survey
		2	In 6 to 10 years	
		3	In 11 to 15 years	
		4	in 16+ years	
		5	Do not intend to retire	

EmpRetPlan	Plan to Return to Workforce	0/1	no/yes		Survey
EmpRetWhen	When Plan to Return	10	within 1 year		Survey
		21	In 13-24 months		
		31	In 25-36 months		
		90	Do not know		
LocAORAdd1	AOR Address Line 1				Licensee Records
LocAORAdd2	AOR Address Line 2				Licensee Records
LocAORAdd3	AOR Address Line 3				Licensee Records
LocAORSt	AOR State				Licensee Records
LocAORCity	AOR City				Licensee Records
LocAORZip	AOR Zip code				Licensee Records
EmpLicVStat	License Status				Records
DemDOBNum	Date of Birth, Numeric				Licensee Records
RefDate	Reference Date	2011/06/30	30-Jun-11		Reference Date
DemAge	Age at June 30, 2011			RefDate-DemDOBNum	Calculated
DemAgeCat5	Age, 5-Years	10	0-19	Derived from DemAge	Binned
		20	20-24		
		25	25-29		
		30	30-34		
		35	35-39		
		40	40-44		
		45	45-49		
		50	50-54		
		55	55-59		
		60	60-64		
		65	65-69		
		70	70 or over		
DemAgeCat10	Age, 10 Year	10	0-19	Derived from DemAge	Binned
		20	20-29		
		30	30-39		
		40	40-49		
		50	50-59		

		60	60-69		
		70	70 and over		
Profession	Profession	7	Counseling	From LicNum	Based on DHP coding system
		8	Psychology		
		9	Social Work		
LocLicMD	Licensed in Maryland	0/1	no/yes	From LocLicOrg	Created
LocLicDC	Licensed in DC	0/1	no/yes		Created
LocLicNC	Licensed in N. Carolina	0/1	no/yes		Created
LocLicKY	Licensed in Kentucky	0/1	no/yes		Created
LocLicTN	Licensed in Tennessee	0/1	no/yes		Created
LocLicWV	Licensed in West Virginia	0/1	no/yes		Created
LocLicOth	Licensed in Other State	0/1	no/yes		Created
LocLicNumBor	Count of Border States with License	Count			Created
		See Geography Tables	See Geography Tables		
PriLocBEA	Primary BEA FIPS	See Geography Tables	See Geography Tables	From PriLoc	Created
PriLocCOVF	Primary COVF Region	See Geography Tables	See Geography Tables		Created
PriLocHSA	Primary Health Service Area	See Geography Tables	See Geography Tables		Created
PriLocPD	Primary Planning District	See Geography Tables	See Geography Tables		Created
PriLocCSB	Primary Community Service Board	See Geography Tables	See Geography Tables		Created
PriLocWIA	Primary Workforce Investment Area	See Geography Tables	See Geography Tables		Created
SecLocBEA	Secondary BEA FIPS	See Geography Tables	See Geography Tables		Created
SecLocCOVF	Secondary COVF Region	See Geography Tables	See Geography Tables		Created
SecLocHSA	Secondary Health Services Area	See Geography Tables	See Geography Tables		Created
SecLocPD	Secondary Planning District	See Geography Tables	See Geography Tables		Created

		Tables	Tables	
	Secondary	See	See	
SecLocCSB	Community Service Board	Geography Tables	Geography Tables	Created
	Secondary Workforce	See	See	
SecLocWIA	Investment Area	Geography Tables	Geography Tables	Created
		See	See	
TerLocBEA	Tertiary BEA FIPS	Geography Tables	Geography Tables	Created
		See	See	
TerLocCOVF	Tertiary COVF Region	Geography Tables	Geography Tables	Created
		See	See	
TerLocHSA	Tertiary Health Services Area	Geography Tables	Geography Tables	Created
		See	See	
TerLocPD	Tertiary Planning District	Geography Tables	Geography Tables	Created
		See	See	
TerLocCSB	Community Services Board	Geography Tables	Geography Tables	Created
		See	See	
TerLocWIA	Workforce Investment Area	Geography Tables	Geography Tables	Created
		See	See	
PriMetro	Primary Metro Status	Geography Tables	Geography Tables	Created
		See	See	
PriUrblnf	Primary Urban Influence	Geography Tables	Geography Tables	Created
		See	See	
PriCont	Primary Rural/Urban Continuum	Geography Tables	Geography Tables	Created
		See	See	
PriEcon	Primary Economic Dependency	Geography Tables	Geography Tables	Created
		See	See	
SecMetro	Secondary Metro Status	Geography Tables	Geography Tables	Created
		See	See	
SecUrblnf	Secondary Urban Influence	Geography Tables	Geography Tables	Created
		See	See	
SecCont	Secondary Rural-Urban Continuum	Geography Tables	Geography Tables	Created
		See	See	
SecEcon	Secondary Economic Dependency	Geography Tables	Geography Tables	Created
		See	See	
TerMetro	Tertiary Metro Status	Geography Tables	Geography Tables	Created

TerUrbInf	Tertiary Urban Influence	See Geography Tables	See Geography Tables		Created
TerCont	Tertiary Rural/Urban Continuum	See Geography Tables	See Geography Tables		Created
TerEcon	Tertiary Economic Dependency	See Geography Tables	See Geography Tables		Created
PriLocNum	Primary Location Numeric	See Geography Tables	See Geography Tables	PriLoc	Created
SecLocNum	Secondary Work Location Numeric	See Geography Tables	See Geography Tables	SecLoc	Created
TerLocNum	Tertiary Location Numeric	See Geography Tables	See Geography Tables	TerLoc	Created
AORStateNum	AOR State Numeric	See Geography Tables	See Geography Tables	AORState	Created
VAWorking	Has Virginia Work Location	0/1	no/yes	((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (PriLocNum <= 298   (PriLocNum > 400 & PriLocNum < 998))   (SecLocNum <= 298   (SecLocNum > 400 & SecLocNum < 998))   (TerLocNum <= 298   (TerLocNum > 400 & TerLocNum < 998)))	
VAReturning	Plan to Return, Resides in Virginia	0/1	no/yes	((EmpLocNumElg = 0   MISSING(EmpLocNumElg) = 1) & (EmpRetPlan = 1) & (LocResCur = 1   (MISSING(LocResCur) = 1 & AORStateNum = 1)))	
VALiving	Missing Practice Location, Resides in Virginia	0/1	no/yes	((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (VALUE(PriLocNum) = 999 & MISSING(SecLocNum) = 1 & MISSING(TerLocNum) = 1) & (LocResCur = 1   (MISSING(LocResCur)=1 & AORStateNum = 1)))	
VAWorkforce	Virginia Workforce	0/1	no/yes	((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (PriLocNum <= 298   (PriLocNum > 400 & PriLocNum < 998))   (SecLocNum <= 298   (SecLocNum > 400 & SecLocNum < 998))   (TerLocNum <= 298   (TerLocNum > 400 & TerLocNum < 998)))   ((EmpLocNumElg > 0 & EmpLocNumElg <= 6) & (VALUE(PriLocNum) = 999 & MISSING(SecLocNum) = 1 & MISSING(TerLocNum) = 1) & (LocResCur = 1   (MISSING(LocResCur)=1 & AORStateNum = 1)))   ((EmpLocNumElg = 0   MISSING(EmpLocNumElg) = 1) & (EmpRetPlan = 1) & (LocResCur = 1   (MISSING(LocResCur) = 1 & AORStateNum = 1)))	
PriFTE	Primary Location FTEs	.5/1	part-time/full-time	From PriHourTotLev	Created
SecFTE	Secondary FTEs	.5/1	part-time/full-time	From SecHourTotLev	Created
TerFTE	Tertiary FTEs	.5/1	part-time/full-time	From TerHourTotLev	Created
EmpHours	Reported Hours	Reported w/code as number		SUM(TotHoursAdmCat5,TotHoursCareCat5,TotHoursForCat5,TotHoursRsChCat5,TotHoursMngCat5,TotHoursEdCat5,TotHoursVolCat5,TotHoursOthCat5)	
EmpFTE	Total FTEs	Total FTEs		Sum(PriFTE,SecFTE,TerFTE)	
EmpHoursFTE	FTEs based on reported hours			Emphours/40	Created
LocEdIntern1Bor	Initial Internship, Border States	Geography list for border states. 3="other location"			Created
LocEdInternLastBor	Latest Residency, Border State	Geography list for border states. 3="other location"			Created

LocEdHighBor	Location Education Highest Degree Border States	Geography list for border states. 3="other location"	Created
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